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# Privacy Act Data Cover Sheet



UNITED STATES MARINE CORPS  
MARINE FORCES RESERVE  
2000 OPELOUSAS AVENUE  
NEW ORLEANS, LOUISIANA 70114-1500

IN REPLY REFER TO  
5000  
IO  
17 Jun 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c '8040 USMC  
To: Commander. Marine Forces Reserve

Subj: COMMAND INVESTIGATION INTO THE COMMAND CLIMATE OF THE MARINE  
FORCES RESERVE COMPTROLLER OFFICE

Ref: (a) JAGINST 5800.7G, (Chapter II)  
(b) U.S. Navy Regulations 1990, (Chap 10, Chap 11)  
(c) MCO 5354.1F

Encl: (1) Appointment Order dtd 14 May 21  
(2) MARFORRES HQBN DEOCS Survey dtd 17 Sep 20  
(3) Summary of Interview of (b)(6), (b)(7)c dtd 18 May 21  
(4) MFR Comptroller Organizational Chart  
(5) Summary of Interview of dtd 18 May 21  
(6) Summary of Interview of (b)(6), (b)(7)c dtd 19 May 21  
(7) Accounting to MSC Budget Linkage  
(8) Summary of Interview of Capt S. M. Peterson dtd 19 May 21  
(9) Summary of Interview of (b)(6), (b)(7)c dtd 20 May 21  
(10) Written Statement of Capt S. M. Peterson dtd 21 May 21  
(11) Summary of Interview of dtd 24 May 21  
(12) Summary of Interview of dtd 25 May 21  
(13) Summary of Interview of dtd 24 May 21  
(14) Summary of Interview of dtd 26 May 21  
(15) Summary of Interview of (b)(6), (b)(7)c dtd 26 May 21  
(16) Summary of Interview of dtd 27 May 21  
(17) Summary of Interview of dtd 27 May 21  
(18) Summary of Interview of dtd 28 May 21  
(19) Colonel Belyeu's "What is Extremism Brief"  
(20) Summary of Interview of (b)(6), (b)(7)c dtd 8 Jun 21  
(21) Written Statement of dtd 14 Jun 21  
(22) Summary of Group Interview of Comptroller Office NCOs dtd  
8 Jun 21  
(23) Summary of Interview of (b)(6), (b)(7)c dtd 9 Jun 21  
(24) Written Statement of dtd 17 Jun 21

PRELIMINARY STATEMENT

1. Pursuant to enclosure (1), and in accordance with reference (a), a command investigation was conducted into the facts and circumstances surrounding matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller office.

2. During the course of the investigation, all relevant and available witnesses were interviewed. This investigation provides findings of fact and opinions regarding the assessment of the MFR Comptroller office command climate.

3. Due to non-availability of relevant witnesses, I requested an extension on 9 June 2021, for 18 June 2021 and the MFR Chief of Staff granted the extension.

4. I consulted with MFR Staff Judge Advocate, Inspector General Staff, Equal Opportunity Advisor, and Headquarters Battalion Commanding Officer for guidance and contextual information relating to this investigation.

5. The findings of fact have been laid out to first address how this investigation came about; provide an organizational overview of the MFR Comptroller office and associated organizational leadership challenges, followed by observations and statements by personnel assigned to the Comptroller Office. Since the command climate assessment was not focused on a singular culminating event, the findings of fact regarding the MFR Comptroller command climate are not presented chronology, but rather through individual accounts of members of the MFR Comptroller office. This investigation concludes with recommendations as a result of facts presented in this case.

#### FINDING OF FACTS

##### **Command Investigation Origin.**

1. A Defense Equal Opportunity Management Institute Equal Opportunity Climate Survey (DEOCS) was conducted between 17 September and 30 November 2020; by the Commanding Officer of Headquarters Battalion. (Encl 2)

2. There were several negative survey comments in the DEOCS results under the Organizational Effectiveness section directed at the MFR Comptroller Chief (b)(6), (b)(7)c The most prevalent comments centered on emotional bias, unprofessional communication, and personnel favoritism. (Encl 2)

3. (b)(6), (b)(7)c filed a NAVMC 11512, Prohibited Activities and Conduct Complaint Form on April 26, 2021 against the MFR Comptroller Chief (b)(6), (b)(7)c The complaint was routed to Headquarters Battalion on 27 April 2021 and an informal resolution was conducted on 10 May 2021. (Encl 23)

##### **Comptroller Office Organizational Overview.**

4. The MFR Comptroller office organizational structure is designed to provide cross-functional support via a shared services support model for MFR Major Subordinate Commands (MSC). (Encls 3, 4, 6, 7)

5. The MFR Comptroller office shared services model has an ambiguous reporting chain of command, and conflicting tasking authorities that create unnecessary internal staff friction with day-to-day office administrative matters. (Encls 3, 6, 7, 9, 11, 14, 16, 24)
6. There is an overall lack of staff cross-functional communication and synchronization within the Comptroller office. Subordinated leaders (SNCOs and NCOs) lack clearly defined roles of responsibility and expectations. (Encls 3, 5, 6, 9, 14, 15, 16, 18, 24)
7. There is staff friction and consternation by MSC Budget officers when civilians do not complete their assigned workload and the Comptroller officer and the Deputy comptroller do not hold them accountable. (Encls 5, 6, 9)
8. Staff Non-Commissioned Officers (SNCO) are not effective due to SNCO leadership fragmenting. There is no clear delineation of SNCO roles and responsibilities under a shared services model. (Encl 9)
9. Staff friction has always been an issue within the MFR Comptroller office; however, it is attributed to individual personalities and not a pervasive command climate problem. (Encl 11)
10. The comptroller office has always had "excitable personalities" and staff friction. In the past (prior to Col Belyeu's tenure) command climate issues would occur on a case-by-case basis and mostly personality driven. (Encl 12)
11. The command climate varies from year-to-year in the Comptroller office and is dependent on personalities during summer rotation periods. (Encl 13)
12. The word "toxic" is used frequently. However, the command climate in the comptroller office is not toxic. We have experienced toxic command climates before and this situation does not qualify as one of them. (Encl 17)
13. The comptroller office has several chains of command vying for control of each other (a leadership power struggle) and the enlisted Marines are caught in the middle of the crossfire. (Encl 17)

#### **Comptroller Personnel Observations and Statements.**

##### **Comptroller Officer (Col Belyeu)**

14. (b)(6), (b)(7)c stated; the Comptroller officer (Colonel Belyeu) was extremely opinionated, abrasive and an inability to relinquish his position on matters he felt strongly about. This approach diminished confidence in his leadership abilities. However, Col Belyeu never crossed the line or acted in a manner that would require legal action. (Encl 6)



15. Capt Peterson stated; Colonel Belyeu on more than one occasion would make un-professional and unwarranted declarations in an open forum of his personal opinions on topics non-work related or sanctioned by DoD or HQMC required training. (Encls 8, 10)

16. (b)(6), (b)(7)c stated; Colonel Belyeu would make inappropriate comments in an open office setting. Specific examples include during the mandated extremist training he would make comments about "black lives matter" and black history month "this is our month and you others get the other 11 months." (Encls 14, 19)

17. (b)(6), (b)(7)c stated; Colonel Belyeu's presentation on extremist training which primarily focused on white nationalist ideology and their extremist behavior. The presentation was very one sided, misinforming and should have covered all aspects of extremist behavior. (Encls 15, 19)

18. stated; Colonel Belyeu's tirades would make outrageous claims in an open office forum e.g., "if you were a republican or from Texas you were trash". (Encl 17)

19. stated; "Col Belyeu could come across rough at times because he would tell you like it is and many people do not appreciate the upfront attitude." "I believe he strived to be fair when leading Marines and his heart was in the right place for the most time, but his personality is very strong." (Encl 24)

**Deputy Comptroller** (b)(6), (b)(7)c

20. (b)(6) stated; the Deputy Comptroller ( (b)(6), (b)(7)c needs to take charge and exercise a stronger leadership role with civilians and the overall comptroller office. (Encl 6)

**Comptroller Chief** (b)(6), (b)(7)c

21. (b)(6), (b)(7)c stated; that (b)(6), (b)(7)c is executing due diligence as the senior enlisted figure head (technical expert and senior enlisted advisor) and as such she has been agnostic and consistent in enforcing prescribed Marine Corps standards throughout the Comptroller section regardless of individuals involved. (Encl 3)

22. (b)(6), (b)(7)c stated; the Comptroller Chief is not adhering to the traditional roles and responsibilities of a Comptroller Chief. She acts more like a senior Platoon Sergeant, instead of a Senior Enlisted Advisor or the comptroller senior enlisted Subject Matter Expert. (Encl 6)

23. Capt Peterson stated; he believes (b)(6), (b)(7)c is bullying and/or harassing (b)(6), (b)(7)c on any issues arising with SNM. (Encl 8)

24. (b)(6), (b)(7)c stated; (b)(6), (b)(7)c day-to-day interaction could be perceived as a "bullying". He believes (b)(6), (b)(7)c does not have ill intent towards Marines; however, the delivery is poor and unprofessional. (Encl 9)

25. (b)(6), (b)(7)c stated; there is a prevailing belief by enlisted Marines that (b)(6), (b)(7)c is a "do as I say - not as I do" type of leader, lacks professional tact, and often oversteps into personal matters. (b)(6), (b)(7)c is creating a borderline toxic working environment within the comptroller office. (Encl 16)

26. (b)(6), (b)(7)c characterized the command climate as "not that great". Specifically, the NCOs would rather not come into the office than deal with (b)(6), (b)(7)c (Encls 20, 21)

#### OPINIONS

1. There is no evidence that suggests that a hostile or toxic command climate exist within the MFR Comptroller Office. However, there is a conspicuous absence of effective organizational leadership (effective communication, staff synchronization, and leadership expectations). The Comptroller Officer, Deputy Comptroller and Comptroller Chief possess a wide variety of options to enable such actions and proactively address and mitigate staff friction. (FFs 5, 6, 7, 8, 9, 10, 11, 12, 13, 20)

2. There is no evidence that suggests the Colonel Belyeu is capable of accepting differences of opinion and alternative perspectives when dealing with members of his staff. As a result, individuals within his staff would avoid bringing issues to him. Colonel Belyeu's inability to mask his dislike for individuals he did not like created an unprofessional command climate. (FFs 14, 15, 16, 17, 18, 19)

3. (b)(6), (b)(7)c has had a tumultuous relationship with the comptroller staff (officers, SNCOs, and NCOs); some have been able to adjust to her leadership style, and a small minority have not.

(b)(6), (b)(7)c personality has been described as unprofessional, moody and inappropriate. This type of behavior has been reported to have occurred numerous times in public forums and in situations that are inappropriate for Marines. Through her actions and leadership style,

(b)(6), (b)(7)c has demonstrated she has difficulty maintaining bearing and professionalism. (FFs 22, 23, 24, 25, 26)

### RECOMMENDATIONS

1. The complexity of managing a shared services office, suggest a reevaluation and/or reaffirmation of billet descriptions of all Marines be undertaken to ensure performance accountability and a clear understanding and delineation of the different chains of authority and responsibilities. Furthermore, the development of a civilian performance matrix that tracks performance expectations should be developed in order to document subpar performance. This objective criteria matrix would facilitate senior leadership ability to build a record of substandard performance and undertake the necessary corrective actions.

2. As the Comptroller Chief for MFR Comptroller office, there is an expectation of the senior enlisted Marine to display a higher level of professional maturity. Given the numerous complaints about her being too personal and her inability to recognize this fact. (b)(6), (b)(7)c should be required to check with the MFR Comptroller prior to delving into a Marine's personal life to ensure there is a military nexus to the inquiry. Furthermore, (b)(6), (b)(7)c should be counseled on avoiding publicly chastising Marines. As such, I recommend that (b)(6), (b)(7)c be issued a Non Punitive Letter of Caution (NPLOC) for her inability to effectively exercise a greater level of restraint in the conduct of her professional duties.

3. No further investigation is warranted.



L. O. BRITO



**UNITED STATES MARINE CORPS**  
MARINE FORCES RESERVE  
2000 OPELOUSAS AVENUE  
NEW ORLEANS, LOUISIANA 70114-1500

5000-19  
CMFR  
14 May 21

From: Commander, Marine Forces Reserve

To: Colonel Leonel O. Brito Jr. (b)(6), (b)(7)c 8040 USMC

Subj: COMMAND INVESTIGATION INTO THE COMMAND CLIMATE OF THE  
MARINE FORCES RESERVE COMPTROLLER OFFICE

Ref: (a) JAGINST 5800.7G

1. Per the reference, this order appoints you to inquire into matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office. This investigation is your primary appointed duty until it is complete and it takes precedence over all other duties.
2. Unless a Service Member or Department of Defense employee is likely to self-incriminate himself or herself, they are obligated to answer your questions and cooperate with this investigation. If they refuse to cooperate, then read Servicemembers UCMJ Article 31 Rights for violation of UCMJ Article 92 (Willful Dereliction of Duty) or read civilian personnel appropriate advisements. Such personnel must also not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, then read the subject personnel UCMJ Article 31 Rights for violation of UCMJ Article 131g (Wrongful Interference with an Adverse Administrative Proceeding) or other appropriate advisements. Report your findings of fact, opinions, and recommendations in letter form by no later than 11 June 2021 unless an extension of time is granted. All extensions must be recorded in your preliminary statement. If you suspect criminal acts have occurred (beyond military-specific UCMJ offenses), please consult with the MFR Office of the Staff Judge Advocate. Ensure you remain in compliance with the Privacy Act (safeguarding personally identifiable information) and Article 31b of the Uniform Code of Military Justice (informing accused Service Members of their rights) during your investigation. Read the applicable portions of Chapter 2 of the reference on Command Investigations before beginning your investigation.
3. During the course of your investigation you will not discuss this or any information regarding your findings with any individuals outside of your immediate chain of command.
4. The MFR Headquarters Battalion administrative section is available to provide administrative assistance in preparing your investigation. Contact Major John H. Aaron, MFR Investigations Legal Advisor, at (504) 697-8369 or john.aaron@usmc.mil and Mr. Anderson Thomas, MFR Deputy Counsel, at (504) 697-8143 or anderson.thomas@usmc.mil for legal advice as needed.

H. MEADOWS III  
Acting

ENCLOSURE (1)





# DEOCS

Registration:	RegistraionName
Unit:	MARFORRES HQBN
Commander:	Eric Burns
Survey Administrator:	Michael Murphy
Survey Dates:	2020-09-17 - 2020-11-30
Group Name:	All

## ORGANIZATIONAL EFFECTIVENESS

The Health and Safety concerns of civilians do not seem to be taken serious by MFR command leadership.

The IPAC is very dysfunctional. The chain of command is horrible. There are a lot of things that need to be changed.

The IPAC OIC has never been around the workplace nor participates in activities with the Marines. Every Friday before securing, the OIC steps out for an appointment and when he returns, he is upset due to sections releasing their Marines early for the weekend. Section OICs are beyond amazing on taking care of the Marines and SNCOICs that are currently here are awesome. Morale is low due to the OIC of IPAC presence and we believe it is time for him to move on from this unit. Many Marines question who he is and or where he is. The only time the IPAC OIC is engaged is when disciplinary action is required and or administrative/legal action is pending. Staff NCO's and Officers are being micromanaged by the OIC of the IPAC and too many tasks and updates requested by the OIC are not time feasible. Junior Marines lack trust with the IPAC OIC due to his actions with the suicides that occurred in the past.

The Marines, NCOs, SNCOs, and Officers within my unit are committed to accomplishing the mission on a daily basis while consistently working with subordinate elements to ensure they are successful.

The MGySgt in the Comptroller section has shown countless times that her emotions will take charge of decisions, tasks, and professionalism significantly detracting from and burdening mission accomplishment. As a section, we are tremendously affected by the emotional bias of our SNCOIC associated with ANY topic of discussion. I as a NCO had to stop numerous conversations between her and I as well as her and my junior Marines due to her unprofessional change in tone, body language, and use of words. Communication is not effective from SNCOIC because conversations always turn into belittling and unprofessional to the point where I was recommended by multiple people in and out of our organization to begin an IG complaint.

The New Command is more effective than the old. In the last 6 months the S-1 has degraded greatly. they have lost packages, combined packages, and kicked back packages multiple times instead of making all corrections once. There has been Multiple times I have gone looking for a package and it had already been signed by the CO days prior and just not returned yet.

The organization meets mission; therefore, overall it is effective. However, there are many ineffective systems and processes that make it difficult for the organization to be effective. Many of these systems are DoD or higher headquarters driven and cannot be changed by MARFORRES personnel. MARFORRES personnel are held accountable when these systems or processes fail, which contributes to a poor environment.

The organization needs more of a mission that applies to everyone. My MOS is so small and spread out that it is almost impossible to sustain the training needed to remain proficient. The MOS gains new Marines that get stuck to themselves and become master training clerks, NCO's, or training Chiefs but lose all MOS credibility and eventually lose the faith and confidence of the reservists that they are tasked with training.

The quickest way to damage organizational effectiveness is for the military to treat the GS personnel as Marines. GS are NOT Marines and we do not respond well at all to being treated like Marines. We operate under our own set of rules and the military (Marines in this case) need to recognize that. That is the biggest, first mistake that a Marine makes when he/she checks in; they treat GS civilians like Marines. BIG MISTAKE!

ENCLOSURE

## CERTIFIED TRUE COPY



# DEOCS

Registration:	RegistraionName
Unit:	MARFORRES HQBN
Commander:	Eric Burns
Survey Administrator:	Michael Murphy
Survey Dates:	2020-09-17 - 2020-11-30
Group Name:	All

## EQUAL OPPORTUNITY/EQUAL EMPLOYMENT OPPORTUNITY/FAIR TREATMENT

Thanks for taking time out of your day to read this. There is nothing negative to report from my workplace!

The amount of politicization in this command is concerning. Senior leaders feel comfortable doing things that I don't believe they would allow younger Marines to do in a different command structure. Marines are regularly told not to post political messages on their social media, but I see it from my superiors consistently. Leaders in this command feel free to watch Fox News in their office all day every day and then openly voice their political opinions in the workplace. This leads to individuals who do not share their beliefs to feel ostracized or, in the case where comments are made about their differing beliefs, ganged up on.

The EO and SAPR do their jobs very well at this duty station.

The marine corps, civilian world and everywhere else is sexist. I am a male but nothing can be done about how the world has come up over decades of socialism. The day that the roles are switched between genders in every aspect of life, that's when things will change

The MGySgt in the Comptroller section has shown extreme favoritism to the Hispanics and Latinos through day to day involvement, conversations, and with the lack of negative attention although they are involved in same situations as none Hispanics and Latinos. A Hispanic received a DUI and continues to be viewed as a favorite or interacted with as a son or little brother of hers while other Marines have had no haircuts or were forced to be out of the office due to COVID and she spreads rumors about them. A Marine's wife was infected with COVID and was out of the office for approximately 30 days and during those 30 days, the MGySgt made a rumor that the Marine and his sick wife did not want their baby and was going to put the baby up for adoption, I asked the Marine about the situation and he and his wife were extremely upset, felt attacked, and wanted to discuss this with the chain of command but felt they couldn't because the SNCOIC was the one who made these false assumptions.

there is a gay marine here and the jokes about his personal life/personality gets old,

there are a little bit of favorites around the office

There is a preference for some individuals because the senior leadership does not want to be accused of being "unfair" towards some of the Marines of different race and/or gender regardless if there are anyone that is clearly a better leader and or Marine overall than those Marine that they had preferred.

There is a tendency for the organization to close ranks when a complaint is made which effects the ability to examine all facts in a consistence and fair manner. This is okay as long as it is stated as such, which it is not currently.

There was an enlisted Marine that was of higher rank than myself that would not treat personnel within this section fairly. He would put Marines on "pedestal" and praised them while bashing on everyone else because they were not of the same standards. In turn, the Marine that was praised on, got away with a lot of things. When addressed about it, he would say that you have to set the standards for the Marines to see what they need to do. He would state that "you have your ways of leading and I have my ways, and this is one of my way. You don't have to agree with it." When it was mentioned to the higher up, they didn't take it serious and didn't think what he did was wrong.

Things are getting better. I have seen the Marine Corps change. That being said, it's hard to remove fear of things from the past allow some victims to speak up. I wish I had ideas for you on how to ease that, and have those victims no longer fear their CO or other leadership but I cannot.

ENCLOSURE 2)

## CERTIFIED TRUE COPY



**DEOCS**

Registration:

Unit:

Commander:

Survey Administrator:

Survey Dates:

Group Name:

RegistrationName

MARFORRES HQBN

Eric Burns

Michael Murphy

2020-09-17 - 2020-11-30

All

## SEXUAL ASSAULT PREVENTION AND RESPONSE

sexual harassment and assault are not tolerated. They have no place here.

Survey is far too long to maintain interest.

The "actor" training is effective and works well for the uniformed staff. The training held by the judge from the EEOC is better for the GS.

the sgt that runs the program makes it very clear to marines but its up to marines to make the right choices

WE GO OVER SEXUAL ASSAULT OFTEN IN MY SECTION OF WORK

We haven't had any, that I know about, to really talk about whether my supervisors will be doing the right thing or not.

## COMMENT

-The current Command has completely transformed the work environment from a negative hostile one, to an environment where Marines are free to be themselves. Marine no longer hate coming to work and trying to avoid the Command Deck. The previous CO basically advocated decision making to the SgtMaj and XO which was disastrous. Many individuals outside of HOBN have told me stories about their negative experiences with (b)(6), (b)(7)c

1. MARFORRES staff sections sending Marines on deployments need support from HQ Bn regarding ICCE gear. This has continued to be an issue.

2. COVID masks are a highly political issue, and the science regarding their effectiveness is extremely fuzzy. The wearing of masks around this building should be left to the individual Marine, instead of made mandatory. There is the sense that this measure of mandatory mask wearing in the building is being done solely as a CYA measure, intended to make it look like we are doing the responsible right thing, even if it is highly debatable how much good we are actually doing. Even more ludicrous is the mandatory wearing of masks in the gym, in formation, or doing any other form of physically demanding activity. This is the United States Marine Corps, not an old folks home.

A Marine was unknowingly submitted as the supernumerary one month and the DNCO was in a car accident requiring the super to be activated, the supernumerary was separated from spouse and had his children, the super was notified to find a baby sitter for two children 24hrs the afternoon prior to duty in the AM. The super stated no sitters were available on such a short notice and could not stand duty. This situation was brought up by (b)(6), (b)(7)c Comptroller, on six separate occasions all in front of junior Marines where this led to belittling, disrespect, and unprofessionalism to the point where the Sgt had to stop the conversation from occurring.. The Sgt understood what was more appropriate then what the MGySgt understood, the Sgt is not Hispanic/Latino. This same Sgt's pistol was stolen and when he was talked to by the MGySgt, she stated, "if you would have stood your duty, your pistol would not have been stolen and your truck would've not been broken in to."(not connected)

Attempting to get assistance for depression, anxiety or seek a professional therapist is difficult in this organization. You have to make a medical appointment, get a referral, wait for the referral to come back, once you get the referral you make contact with the medical facility and fill out paperwork for

ENCLOSURE (2)

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**DEOCS**

Registration:	RegistraionName
Unit:	MARFORRES HQBN
Commander:	Eric Burns
Survey Administrator:	Michael Murphy
Survey Dates:	2020-09-17 - 2020-11-30
Group Name:	All

### Commander Selected Short Answer Questions

#### **Can you describe an example where leadership has failed you?**

A Marine from the Comptroller section in the office and while on the range was displaying very suspect behavior, stressed and holding head while filling out a SAAR for system access, talking to rifle, very distant from others etc and was recommended to have this Marines attend counseling but was shot down and we were all instructed to "lay off this Marine and do not engage his negative behavior because of his stressors" I am not a doctor and should not have this fall into mv realm of leadership because it is well beyond NCO/SNCO intervention, this was passed by (b)(6), (b)(7)c

Already did in previous comments.

At my schoolhouse there was an incident but it was not handled fairly or in the correct manner at all.

At times, I feel that my leadership puts things on us that we didn't get much instruction on or they didn't give us the proper tools to get the job done in a quicker faster manner.

blaming myself for their own mistakes

By providing no feedback or counseling when there is an issue.

By providing poor appraisal reviews for years. To clarify, my work was fine. My supervisor didn't take the time or put in the effort to do a proper evaluation.

By valuing certain people's opinions more than others.

Clear guidance; clear expectations; having Marines' best interest in mind; micromanagement from the highest levels.

Communication on passing word or treating me as my rank that I earned.

Communication.

Cpls will not shave their face even without a shave chit but threaten Jr Marines with negative counseling's when the Jr Marines don't shave. They're not setting the example. Cpls are not protecting themselves outside of work from Covid and they repeatedly putting the Jr Marines at work at risk of contracting Covid. Cpl's are not teaching and guiding and counseling Jr Marines every 30 days they're only threatening Jr Marines with negative paperwork daily. Cpls are not following the proper corrective measures for punishment.

Currently I have three other tasks that my leadership would like turned in fifteen minutes from now, but this survey is priority.

Do not ask questions like this. It is unfair to leaders and easily allow things to be taken out of context.

during most recent Hurricane there was'nt any leadership displayed.

During my time with this unit, leadership has never failed me.

E3's and below do not know the advantages/disadvantages their NCO's/SNCO's have over them. I have heard Marines tell me situations of staying late at work until 2000 or being alone with the opposite sex in the work place after 1700. Marines do not feel comfortable sharing personal issues due to their leadership failing to keep their information private from other Marines who do not have the need to know. Additionally, there is poor maturity in leadership, when marines make minor mistakes sometimes

**CERTIFIED TRUE COPY**

**ENCLOSURE (2)**



MEMORANDUM FOR THE RECORD

18 May 2021

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c /3404 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 18 May 2021 I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c non-verbal communication and demeanor were consistent with positive and truthful behavior (relaxed and open). He maintained good eye contact throughout the interview and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c has been serving as the 4<sup>th</sup> Marine Division (MARDIV) Budget Officer since August 2020 and assumed the additional duties of interim Officer-in-Charge of the MARFORRES (MFR) Comptroller office as of May 2021.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following information:

a. (b)(6), (b)(7)c stated that good order and discipline has been maintained and enforced by (b)(6), (b)(7)c. However, he stated that concerns did exist within the Comptroller section regarding the management of day-to-day administrative matters (i.e., leave, training, PME, and awards).

b. The comptroller office is an MFR cross-functional structure designed to support Major Subordinate Command (MSC) with shared services support. However, this organizational setup leads to confusing administrative roles and responsibilities. Furthermore, the lack of staff cross-functional synchronization (internal communication), no internal section policies and/or administrative Standard Operating Procedures (SOP) is further exasperating the day-to-day administrative process within the comptroller section.

c. (b)(6), (b)(7)c stated that (b)(6), (b)(7)c is executing due diligence as the senior enlisted figure head (technical expert and senior enlisted advisor) and as such she has been agnostic and consistent in enforcing prescribed Marine Corps standards throughout the Comptroller section regardless of individuals involved.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the Comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations within the comptroller section.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conducting unbecoming an officer and/or conduct prejudice to good order and discipline within the Comptroller section.

ENCLOSURE (3)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c /3404 USMC

a. (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the comptroller section. However, in his opinion the lack of internal communication is the cause for the current comptroller staff friction and the impacts on morale.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (8)

PRIVACY ACT STATEMENT

Grade and Name: \_\_\_\_\_

(b)(6), (b)(7)c

Unit: \_\_\_\_\_

MAD FORKS COMPTROLLER

E-mail and Telephone Number: \_\_\_\_\_

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Service members' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative

(b)(6)

\_\_\_\_\_  
date

ENCLOSURE (3)

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

(b)(6), (b)(7)c have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

\_\_\_\_\_ I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

\_\_\_\_\_ have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

\_\_\_\_\_ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action **(Violation of UCMJ Article 92 Willful Dereliction of Duty).**

\_\_\_\_\_ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. **(Violation of UCMJ Article 107 False Official Statement).**

\_\_\_\_\_ I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action **(Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding).**

\_\_\_\_\_ I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

Full Name (Please Print)

(b)(6), (b)(7)c

(b)(6), (b)(7)c

Date

ENCLOSURE (S)

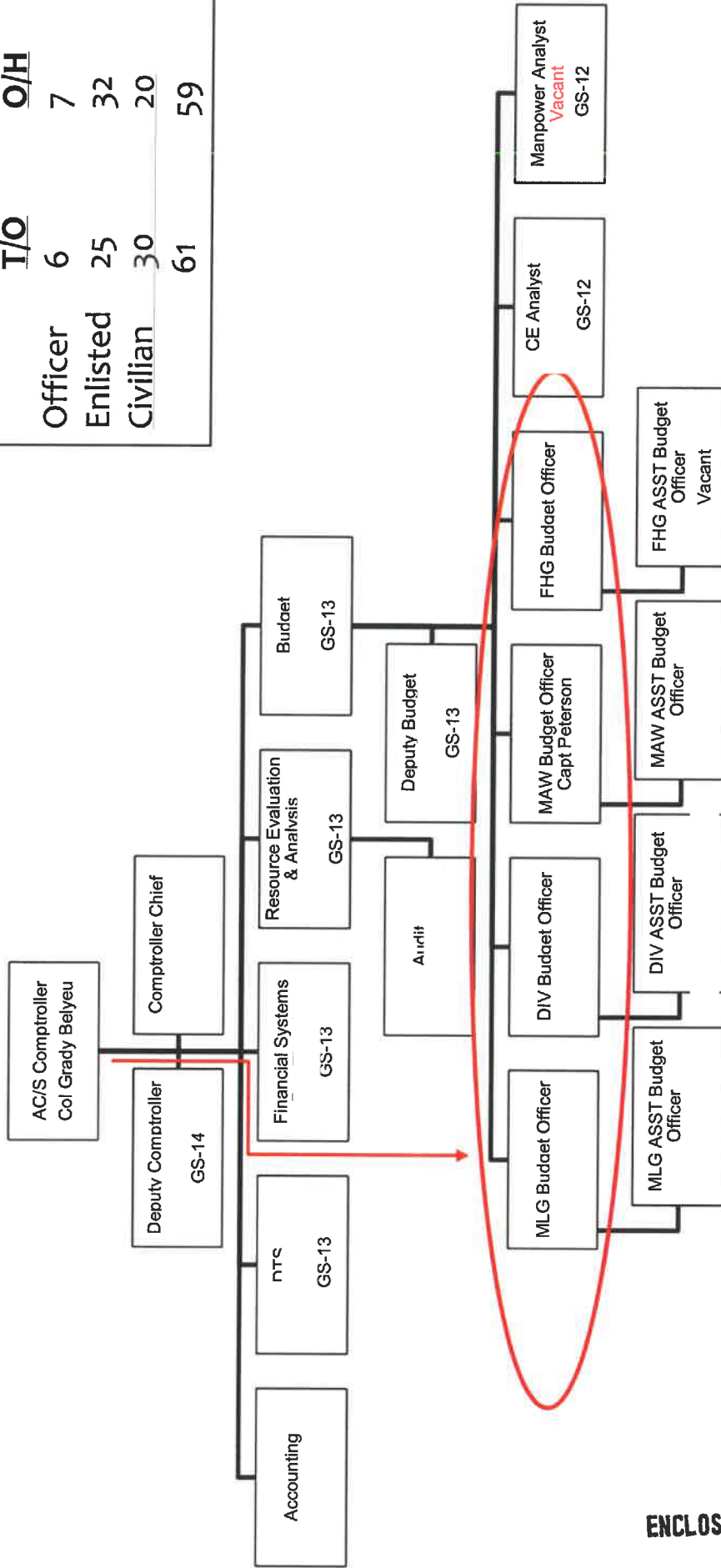




UNCLASSIFIED//FOUO

# Comptroller Organization

	T/O	O/H
Officer	6	7
Enlisted	25	32
Civilian	30	20
	61	59



4.

ENCLOSURE 4

MEMORANDUM FOR THE RECORD

18 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
3002 USMCR

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgment Form

2. On 18 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c non-verbal communications and demeanor were consistent with positive and truthful behaviors (relaxed, open and engaged). He maintained good eye contact throughout the interview and answered all questions clearly and in a timely manner. To include normal, clear and even tone speech patterns.

3. (b)(6), (b)(7)c has been serving as the 4<sup>th</sup> Marine Logistics Group (MLG) Budget Officer since August 2020. Additionally, he previously served in the Comptroller office from July to December 2019. He is a supply officer serving in an Active Duty for Operational Support (ADOS) 3404 comptroller officer billet.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. (b)(6), (b)(7)c stated that he could perceive command climate issues from two different regards. One being the comptroller service members (Action Officers) and civilian (Civil Servant equivalents) staff friction over unequal workload assignments. However, he also stated that Colonel Grady Belyeu (AC/S Comptroller) recognized the issue and addressed the staff asking the team work together to ensure mission accomplishment. The second issue is the comptroller office friction (lack of overall staff synchronization), between the MFR comptroller chief (b)(6), (b)(7)c and comptroller section staff non-commissioned (SNCO)/Non-commissioned officers (NCO).

(1) (b)(6), (b)(7)c provide the following example; junior Marines are moved between Major Subordinate Command (MSC) budget sections or scheduled for training or additional duty without prior coordination with respective MSC budget officer. These types of situations (no clear administrative control procedures) have created confusion and frustration amongst the staff and junior enlisted Marines.

5. When questioned if he believed (b)(6), (b)(7)c was targeting or singling out any Marine within the comptroller office.

a. (b)(6), (b)(7)c stated that (b)(6), (b)(7)c has enforced Marine Corps regulations consistently and provided the following example;

(1) An incident occurred regarding a violation of special liberty ICO (b)(6), (b)(7)c (previous MFR Accounting Chief) that occurred during 2020. (b)(6), (b)(7)c held (b)(6), (b)(7)c accountable. He further stated "he believes the is trying to keep the Marines honest and do the right thing and get the work done."

ENCLOSURE (5)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c '3002 USMCR

(b)(6), (b)(7)c

6. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations and had no concerns with Command climate related issues within the MFR Comptroller section.

7. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section

a (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the MFR Comptroller section.

b. (b)(6), (b)(7)c further stated in his opinion the comptroller military/civilian team work well, however the friction point among uniformed members is that civilian work force "becomes a heavy load because they are not cutting the muster (not completing their fair share of the work load)".

8. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure ( 8 )

PRIVACY ACT STATEMENT

Grade and Name: \_\_\_\_\_

(b)(6), (b)(7)c

Unit: MARFORRES, HQ Bn, Controller Office.

E-mail and Telephone Number: \_\_\_\_\_

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE (S)

3.



**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty***).

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement***).

I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding***).

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

Signature

(b)(6), (b)(7)c

Date

ENCLOSURE (S)

MEMORANDUM FOR THE RECORD

19 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c '3408 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 19 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c (b)(6), (b)(7)c non-verbal communications, and demeanor were consistent with trust worthy behaviors (relaxed demeanor, open and engaged throughout the interview). Maintained positive eye contact throughout the interview and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c is the Force Accounting Officer for MARFORRES (MFR) comptroller office and has been serving in this capacity for three years.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. (b)(6), (b)(7)c provided an overview of the (shared services) organizational structure regarding the Accounting to Major Subordinate Command (MSC) Budget linkage to frame the problem and provide a better understanding of the friction points within the comptroller section. CWO Lanahan provided the following specific items:

(1) The comptroller office MSC Budget Officer Reporting Senior (RS)/Reviewing Officer (RO) set up. (i.e., MSC Chief of Staff as RS and AC/S Comptroller as RO)

(2) The lack of work performance accountability of civilian workforce by Comptroller Officer (Colonel Belyeu) and the consternation by MSC budget officer when asked to complete the workload.

(3) Shared services model convolute the internal administrative control (ADCON) procedures of the section (Leave, performance evaluation, awards, training etc.)

(4) The Comptroller Chief (b)(6), (b)(7)c is not adhering to the traditional roles and responsibilities (enforcing Comptroller Priorities) of a Comptroller Chief. In (b)(6), (b)(7)c opinion, (b)(6), (b)(7)c acts more like a senior Platoon Sergeant, instead of a Senior Enlisted Advisor or the comptroller senior enlisted Subject Matter Expert (SME). This approach does not allow the Staff-NCOs under the (b)(6), (b)(7)c charge to exercise small unit leadership actions (making the overall comptroller team ineffective).

(5) The Comptroller Officer (Colonel Belyeu) was extremely opinionated, abrasive and an inability to relinquish his position on matters he felt strongly about. This approach diminished confidence in his leadership abilities. However, Col Belyeu never crossed the line or acted in manner that would require legal action.

ENCLOSURE (6)

1

(6) The Deputy Comptroller (b)(6), (b)(7)c needs to take charge and exercise a stronger leadership role with civilians and the overall comptroller office.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations within the comptroller section. However, he believes (b)(6), (b)(7)c was a strained relationship with (b)(6), (b)(7)c and any issues arising with SNM causes an immediate leadership enforcement escalation.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

b. (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (6)

PRIVACY ACT STATEMENT

Grade and Name: (b)(6), (b)(7)c

Unit: MFR AC/S Comptroller

E-mail and Telephone Number: (b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

date

ENCLOSURE (6)

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

☐ I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

☐ I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

☐ I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

☐ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty***).

☐ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement***).

☐ I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding***).

☐ I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

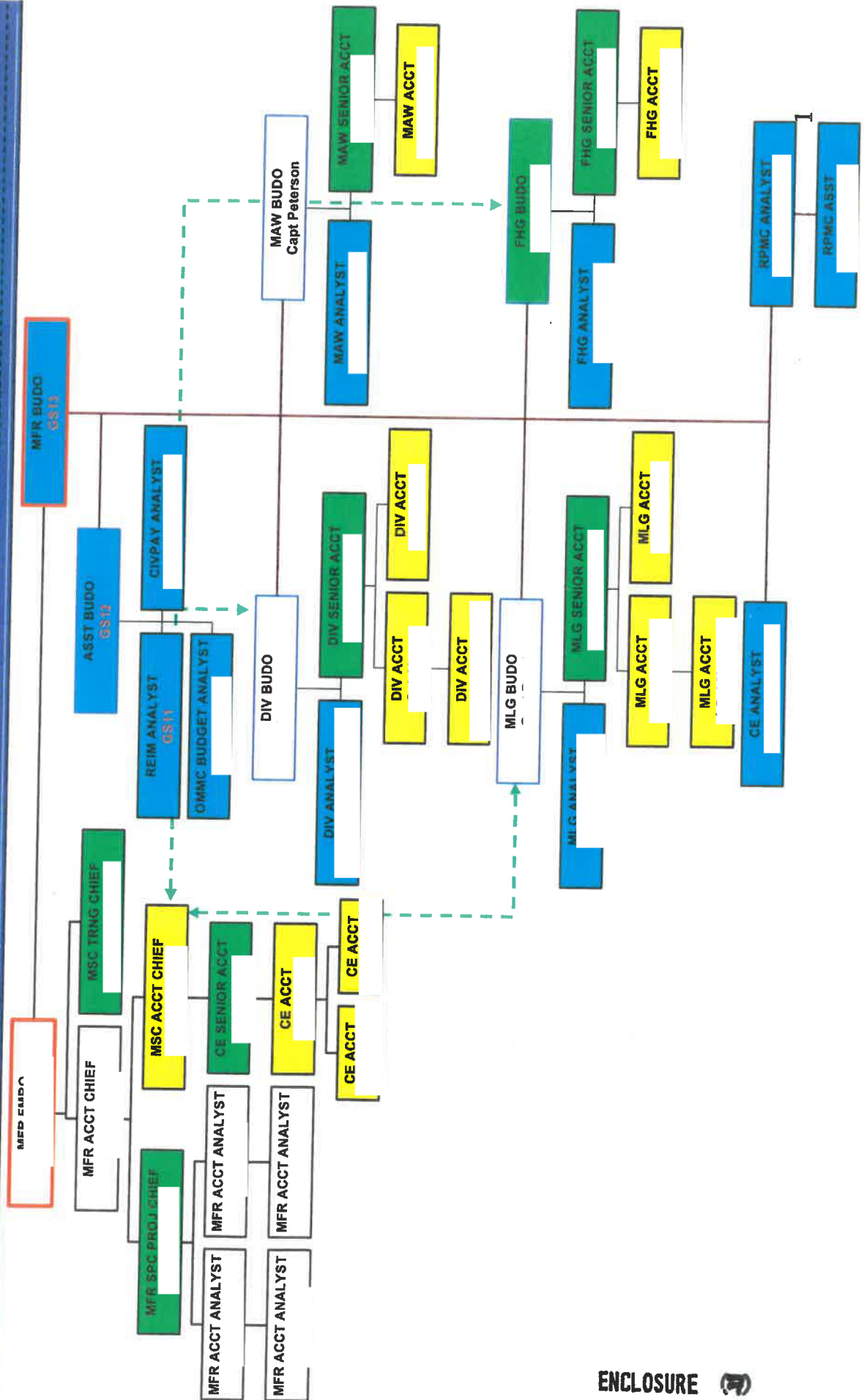
ENCLOSURE (1)





UNCLASSIFIED//FOUO

# Accounting to MSC Budget Linkage



ENCLOSURE

MEMORANDUM FOR THE RECORD

19 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH CAPTAIN (CAPT) SEAN M. PETERSON 1025476600/3404 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 19 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with Capt Sean Peterson. Capt Peterson's, non-verbal communication, and demeanor were not consistent throughout the interview (his demeanor was at times cautious, and his communication engagement was delayed during the initial stage of the interview). He did not maintain positive eye contact throughout the interview and his body posture (not facing the interviewer) were indicative of a subject that was not relaxed. The aforementioned comments are not an indictment on Capt Peterson's integrity or attempts to deceive, but rather notable observations of the subject during the interview.

3. Capt Peterson is the 4<sup>th</sup> Marine Aircraft Wing (MAW) Budget Officer for MARFORRES (MFR) comptroller office and has been serving in this capacity for three years and is responsible for two Marines within the section.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. Reference Capt Sean Peterson statement in enclosure(X).

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. Capt Peterson stated he believes MGySgt Garcia is bullying and/or harassing Sergeant Sheridan on any issues arising with SNM.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. Capt Peterson stated that he had not witnessed any of the above-mentioned violations within the MFR Comptroller section. However, he stated that Colonel Belyeu on more than one occasion would make un-professional and unwarranted declaration in an open forum of his personal opinions on topics non-work related or sanctioned by DoD or HQMC required training.

ENCLOSURE (8)

1.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH CAPTAIN (CAPT) SEAN M.  
PETERSON 1025476600/3404 USMC

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

PRIVACY ACT STATEMENT

Grade and Name: CAPT SEAN M PETERSON

Unit: MFR COMPTROLLER OFFICE

E-mail and Telephone Number: SEAN.PETERSON@USMC.MIL // 504-697-8754

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

Witness signature

MAY 20 2021

date

ENCLOSURE (8)

3

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

SM I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

SM I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

SM I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

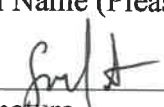
SM I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty***).

SM I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement***).

SM I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding***).

SM I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

SEAN M PETERSON  
Full Name (Please Print)

  
Signature

MAY 20 2021  
Date

ENCLOSURE (8)



MEMORANDUM FOR THE RECORD

20 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c 8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c /3404 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 20 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c (b)(6), (b)(7)c non-verbal communications, and demeanor were consistent with trusting behaviors (relaxed demeanor, open and engaged throughout the interview). Maintained positive eye contact throughout the interview and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c is the 4<sup>th</sup> Force Headquarters Group (FHG) Budget Officer for MARFORRES (MFR) comptroller office and has been serving in this capacity for four years and is responsible of four Marines within the section.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. (b)(6), (b)(7)c stated this is one of the most challenging places he has worked in. The shared services model is an odd dynamic with an unclear reporting chain of command and taskings within the comptroller office. Enlisted Accounting Marines (3451) are constantly being pulled in various directions and they are confused as to whom they should answer to on a day-to-day basis.

b. Another major point of friction is the civilian taskings within the budget section from the Deputy Comptroller to the lowest Civil Servants (GS). If the civilian workforce does not complete the assigned task there is no accountability of the civilian workforce and the Marines (Officers and Enlisted) are required to complete the task.

c. Staff Non-Commissioned Officers (SNCO) are not effective due to SNCO leadership fragmenting. The Comptroller Chief (b)(6), (b)(7)c has "muddled the water" but not providing a clear delineation of SNCO roles and responsibilities under a shared services model. Specifically, the platoon Sergeant (b)(6), (b)(7)c has to answer to the Comptroller Chief (b)(6), (b)(7)c (b)(6), (b)(7)c, Accounting Chief (b)(6), (b)(7)c, the FMRO Accounting Officer and all the MSC Budget Officers. Further exasperating the situation were "the mix signals" (what is important and what is not.), the budget officers would get from Colonel Belyeu on a day-to-day basis.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

ENCLOSURE (9)

1.

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations within the comptroller section. However, (b)(6), (b)(7)c day-to-day interaction could be perceived as a "bullying". He believes (b)(6), (b)(7)c does not have ill intent towards Marines; however, the delivery is poor and unprofessional at times. Additionally, he stated (b)(6), (b)(7)c has a strained relationship with Captain Peterson (4<sup>th</sup> MAW Budget Officer) and (b)(6), (b)(7)c (4<sup>th</sup> MAW Budget Chief).

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the MFR Comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

PRIVACY ACT STATEMENT

Grade and Name: (b)(6), (b)(7)c

Unit: MARFORRES COMPTROLG2

E-mail and Telephone Number: (b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

\_\_\_\_\_ I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

\_\_\_\_\_ I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

\_\_\_\_\_ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action ***(Violation of UCMJ Article 92 Willful Dereliction of Duty)***.

\_\_\_\_\_ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. ***(Violation of UCMJ Article 107 False Official Statement)***.

\_\_\_\_\_ I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action ***(Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding)***.

\_\_\_\_\_ I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE (9)

Statement by SEAN PETERSON (print)

It is my opinion that the work environment in the comptroller's office is toxic. The Marines in the office are experiencing: anxiety, daily "fight or flight" response, and undue stress. Additionally, there are documented, official Prohibited Activity Complaints outlining actions, taken by MGuns Garcia, which in my opinion, fit the description of Bullying. Based on the PAC complaint submitted by Sgt Sheridan, the following, in my opinion, would fit the criteria of bullying:

- Bullying may include an abuse of authority
  - E9 to lower ranked SNCO's and NCO's
- Bullying tactics include, but are not limited to...spreading rumors, social isolation, attacking someone verbally, oral berating of another person for the purpose of belittling or humiliating
  - *spreading rumors, social isolation* - openly discussing the disdain, dislike and personal perception/opinion of a Marine amongst the ranks (Officer and Enlisted) has created a negative perception of a Marine and in turn resulted in said Marine being/ having feelings of isolation
  - *attacking someone verbally, oral berating of another person for the purpose of belittling or humiliating* -With the benefit of superior rank, public interrogations and verbal attacks that are aggressive and intimidating in nature, none of which are required or conducted impartially across the office
- Marine described coming to work experiencing humiliation, worthlessness, scared to come to work, and scared to answer questions

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Incident occurred in which Col Belyeu, on more than one occasion, would declare his personal opinions on matters/topics that, according to him, are racists/and or synonymous of white supremacy. The topics and statements were not approved DoD/HQMC information, briefs, or a form of required training. The outbursts were un-professional, un-warranted and don't belong in the work place.

(b)(6), (b)(7)c

ENCLOSURE 



MEMORANDUM FOR THE RECORD

24 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c /GS-13

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 24 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (GS-13) (b)(6), (b)(7)c non-verbal communications, and demeanor were consistent with trustful behaviors (relaxed, open and engaged throughout the interview). Maintained positive eye contact throughout the interview and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c is the Force Budget Branch Head for MARFORRES (MFR) comptroller office and has been serving in this capacity for 2 years. However, (b)(6), (b)(7)c had previously served as the comptroller chief during 2008 before retiring from active duty. He is responsible for 10 civilian employees within the budget section and reports to the Deputy Comptroller officer (b)(6), (b)(7)c

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. In his opinion, there has always been issues within the MFR Comptroller office; however, it is attributed to individual staff personality driven friction and not a pervasive command climate problem. He specifically highlighted past incidents (IG Complaints) involving (b)(6), (b)(7)c

b. He believes the MFR Comptroller office command climate has improved and he is not aware of any issues with the civilian workforce. However, he stated that (b)(6), (b)(7)c has confided to him; expressing concerns that some of the Marines within the MSCs Budget sections are not held accountable, are not being truthful (enlisted and officers), and are not being pushed to their full potential.

c. He believes the current accounting branch organization structure (shared services model) is contributing to staff communication friction among the Marines (officers and enlisted).

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations within the comptroller section.

ENCLOSURE (N)

1.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (1)

PRIVACY ACT STATEMENT

Grade and Name:

(b)(6), (b)(7)c

Unit:

Comptroller Office

E-mail and Telephone Number:

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

SURE (M)

**PRE-ACTION INVESTIGATION  
EMPLOYEE INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

☐ I have been informed and I understand this is an official investigation involving matters relating to my official duties as a federal employee.

☐ I have been informed and I understand, as a federal employee, I am required to cooperate with this investigation and provide truthful answers.

☐ I have been informed and I understand this is not criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding unless I knowingly provide false answers.

☐ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action, which may result in my removal from the federal service.

☐ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action which may result in my removal from the federal service.

☐ I have been informed and I understand if I provide information during this official investigation that I know to be false at the time I provide the information, my providing false information can be a basis for criminal prosecution.

☐ I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE (M)

MEMORANDUM FOR THE RECORD

25 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
'GS-13

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 25 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (GS-13) (b)(6), (b)(7)c non-verbal communications and demeanor were consistent with trustful behaviors (relaxed demeanor, open and engaged throughout the interview). Maintained positive eye contact throughout the interview and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c is the Resource Evaluation & Analysis RE&A) Branch Head for MARFORRES (MFR) comptroller office and has been serving in various comptroller related capacities since 2005. He has one civilian and one enlisted (SNCO) Marine under his supervision.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. In his opinion, the comptroller office has always had "excitable personalities" and staff friction. In the past (prior to Col Belyeu's tenure) command climate issues would occur on a case-by-case basis (personality driven situations) e.g. employee favoritism, employees marginalized by supervisors, and abrasive leadership.

b. He stated that during weekly comptroller staff meetings there is a notable underlining communication problem between the Comptroller Chief (b)(6), (b)(7)c and the MSCs Budget Officers. Specifically, issues relating to administrative/tactical control (ADCON/TACON) tasking authority of enlisted Marines within the Accounting/Budget sections.

c. In his opinion, there are no immediate command climate (toxic working environment or morale issues) within the Comptroller office other than day-to-day staff friction.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations within the comptroller section.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

ENCLOSURE 09



SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
/GS-13

(b)(6), (b)(7)c

a. (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (12)

Grade and Name:

(b)(6), (b)(7)c

Unit:

*MFR Commander*

E-mail and Telephone Number:

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative

(b)(6), (b)(7)c

3

ENCLOSURE *W*

**PRE-ACTION INVESTIGATION  
EMPLOYEE INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

☐ I have been informed and I understand this is an official investigation involving matters relating to my official duties as a federal employee.

☐ I have been informed and I understand, as a federal employee, I am required to cooperate with this investigation and provide truthful answers.

☐ I have been informed and I understand this is not criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding unless I knowingly provide false answers.

☐ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action, which may result in my removal from the federal service.

☐ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action which may result in my removal from the federal service.

☐ I have been informed and I understand if I provide information during this official investigation that I know to be false at the time I provide the information, my providing false information can be a basis for criminal prosecution.

☐ I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

4

MEMORANDUM FOR THE RECORD

25 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c '8040 USMC  
To: Files

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c 'GS-13

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 25 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (GS-13) (b)(6), (b)(7)c non-verbal communications appeared reserved throughout the interview. He maintained eye contact and answered questions as required. However, answers were not always forthcoming. The aforementioned comments are not an indictment on (b)(6), (b)(7)c integrity or intent to deceive, but rather notable observations of the subject during the interview.

3. (b)(6), (b)(7)c is the Financial Systems Branch Head for MARFORRES (MFR) comptroller office and has been serving in various comptroller related capacities since 2005. He has two civilian contractors under his supervision.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. He stated the command climate varies from year-to-year in the Comptroller office and is dependent on personalities that rotate in and out during the summer rotation periods. He specifically noted the 2018 rotation group (Marines and civilian) had animosity towards New Orleans and the MFR command in general. He described a fragmented staff with various cliques forming throughout the office (degraded office cohesion).

b. He loosely described situations in the weekly comptroller staff meetings where conversations took place with political overtones and he believed were not appropriate for comptroller branch heads and MSC budget officers.

c. Throughout his years in the comptroller office, he has observed various types of comptroller chief leadership. "Some are very hands on, others hands off and the current chief (b)(6), (b)(7)c ) is somewhere in between". This leadership style combined with a shared services model and the lack of clearly defined administrative control procedures it significantly contributes to the comptroller staff friction.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that from his perspective he had not witnessed any PAC violations within the comptroller section.

ENCLOSURE (n)

1.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated that from his perspective he had not witnessed any of the above-mentioned violations within the comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//



PRIVACY ACT STATEMENT

Grade and Name: \_\_\_\_\_ (b)(6), (b)(7)c

Unit: MFR ACK, COMPT

E-mail and Telephone Number: \_\_\_\_\_ (b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE 03

**PRE-ACTION INVESTIGATION  
EMPLOYEE INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

\_\_\_\_ I have been informed and I understand this is an official investigation involving matters relating to my official duties as a federal employee.

I have been informed and I understand, as a federal employee, I am required to cooperate with this investigation and provide truthful answers.

\_\_\_\_ I have been informed and I understand this is not criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding unless I knowingly provide false answers.

\_\_\_\_ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action, which may result in my removal from the federal service.

\_\_\_\_ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action which may result in my removal from the federal service.

\_\_\_\_ I have been informed and I understand if I provide information during this official investigation that I know to be false at the time I provide the information, my providing false information can be a basis for criminal prosecution.

\_\_\_\_ I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE (3)

MEMORANDUM FOR THE RECORD

26 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c 3451 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 26 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6) non-verbal communications, and demeanor were consistent with trustful behaviors (open and engaged throughout the interview). Maintained positive eye contact and answered all questions clearly, and in a timely manner.

3. (b)(6), (b)(7)c is the Assistant Budget Chief for 4<sup>th</sup> Marine Division (MARDIV) MARFORRES (MFR) comptroller office and has been serving in this capacity for two years.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. The comptroller office is a unique setup due to the share service model (budget/accounting sections). There is an overall lack of communication throughout. Specifically, conflicting tasking assignments from various leaders (top to bottom) in the comptroller section and no cross-functional synchronization and/or coordination between executive level (Senior leadership officer and enlisted) and respective MFR Major Subordinate Commands (MSC) budget sections.

b. (b)(6), (b)(7)c described Colonel Belyeu as not having empathy for Marines. He specifically described a personal situation where he had requested authorization to telework from his home of record in Fort Worth Texas to take care of his family during the initial outbreak phases of COVID-19. Colonel Belyeu did not favorably endorse the request, resulting in denial of the request. He described the experience as "the Corps turning its back on him and his family". He further expressed that he had given everything throughout his career in the Marine Corps and the one time he needed support, the Corps turned its back on him.

c. Colonel Belyeu would make improper comments in an open office setting. Specific examples include during the mandated extremist training he would make comments about "black lives matter" and black history month "this is our month and you others get the other 11 months."

d. (b)(6), (b)(7)c concluded stating that (b)(6), (b)(7)c (4<sup>th</sup> MARDIV Budget Officer) is the most positive thing that has happened in the comptroller office.

ENCLOSURE 40

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c '3451 USMC

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations within the comptroller section.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the MFR Comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

## PRIVACY ACT STATEMENT

Grade and Name:

(b)(6), (b)(7)c

Unit: Comptroller

E-mail and Telephone Number:

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary; and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

3

ENCLOSURE 00

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (*Violation of UCMJ Article 92 Willful Dereliction of Duty*).

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (*Violation of UCMJ Article 107 False Official Statement*).

I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (*Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding*).

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c



MEMORANDUM FOR THE RECORD

26 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c 8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c '2321XX USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 26 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c non-verbal communications, and demeanor were consistent (relaxed demeanor, open and engaged throughout the interview). Maintained positive eye contact throughout the interview and answered all questions in a timely manner.

3. (b)(6), (b)(7)c is the Lead Defense Travel Administrator (LDTA) for MARFORRES (MFR) comptroller office and has been serving in this capacity since November 2020.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. (b)(6), (b)(7)c stated he has limited interaction with the comptroller section due to his billet position. However, he makes an effort to interact with other SNCOs for training purposes. As for the Major Subordinate Commands (MSC) budget officers, he does not interact with any of them. He mostly interacts with Colonel Belyeu and (b)(6), (b)(7)c however limited, as duties require.

b. (b)(6), (b)(7)c stated to date he is not aware who his reporting senior (RS) or reviewing officer (RO) are IAW with Performance Evaluation System regulations. Furthermore, to date he has not received an initial RS counseling or billet description. However, he reports to (GS-13) (b)(6), (b)(7)c (DTS branch head) for required section taskings.

c. The only issue he recalls that caused tension was Colonel Belyeu's presentation on extremist training which primarily focused on white nationalist ideology and their extremist behavior. The presentation was very one sided, misinforming and should have covered all aspects of extremist behavior.

ENCLOSURE (18)

1.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c /2321XX USMC

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that from his perspective he had not witnessed any PAC violations within the comptroller section.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated that from his perspective he had not witnessed any of the above-mentioned violations within the comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (15)

PRIVACY ACT STATEMENT

Grade and Name: \_\_\_\_\_

(b)(6), (b)(7)c

Unit: Comptroller / DTS

E-mail and Telephone Number: \_\_\_\_\_

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE 49

3.

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty.***)

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement.***)

I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding.***)

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

4.

MEMORANDUM FOR THE RECORD

27 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c '8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c 3451 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 27 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c (b)(6), (b)(7)c non-verbal communication demeanor were consistent throughout the interview (relaxed demeanor, open and engaged). Maintained positive eye contact throughout the interview and answered all questions clearly.

3. (b)(6), (b)(7)c is serving as the Comptroller section Platoon Sergeant and has been serving in this capacity for one year.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. He described the comptroller office as being hectic at times and friction occurring throughout, (from enlisted junior Marines up to the comptroller chief). Specifically highlighting the strained relationship between (b)(6), (b)(7)c As well as describing a convoluted administrative process where he would receive conflicting taskings (i.e., training, external taskers, etc.) between accounting section leadership, MSC budget officers and comptroller chief priorities.

b. There is no overall comptroller chief coordination and synchronization effort undertaken amongst the various chief levels in the comptroller section.

c. (b)(6), (b)(7)c harasses Marines who do not want to sign up for the Women Infant and Children (WIC) program.

d. There is a prevailing belief by enlisted Marines that (b)(6), (b)(7)c is a "do as I say - not as I do" type of leader, lacks professional tact, and often oversteps into personal matters. (b)(6), (b)(7)c is creating a borderline toxic working environment within the comptroller office.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that from his perspective he had not witnessed any PAC violations within the comptroller section.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or

ENCLOSURE 40

1.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c /3451 USMC

conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated that from his perspective he had not witnessed any of the above-mentioned violations within the comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (6)



PRIVACY ACT STATEMENT

Grade and Name:

(b)(6), (b)(7)c

Unit: MARFOLKES Comptroller

E-mail and Telephone Number:

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative

(b)(6), (b)(7)c

ENCLOSURE (1)

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (*Violation of UCMJ Article 92 Willful Dereliction of Duty*).

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (*Violation of UCMJ Article 107 False Official Statement*).

I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (*Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding*).

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

MEMORANDUM FOR THE RECORD

27 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c 3451 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 27 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c (b)(6), (b)(7)c non-verbal communications, and demeanor were consistent with trustful behaviors (very candid and engaged throughout the interview). Maintained positive eye contact throughout and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c is the 4<sup>th</sup> Marine Division (MARDIV) Accounting Chief and has been serving in this capacity for one year and has four Marines under his charge.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. The word "toxic" gets used frequently. However, in his opinion the command climate in the comptroller office is not toxic. He has experienced toxic command climates before and this situation does not qualify as one of them.

b. He described the comptroller office as several chains of command vying for control of each other (leadership power struggle) and the enlisted Marines are caught in the middle (crossfire). The junior enlisted Marines have expressed how they dread coming to work because they do not know what issue is going to arise when they arrive.

c. The only thing he considered toxic in the comptroller office retired on May 6 (Colonel Belyeu). He specifically noted that Colonel Belyeu was very opinionated and abrasive, but was smart enough not to cross the line that would get him in trouble. He provided specific examples of Colonel Belyeu tirades where he would make outrageous claims in an open office forum (e.g., "if you were a republican or from Texas you were trash"; "he was a master researcher"; "AIDS was a bacteria"; he claimed he knew Dr. Anthony Fauci and that he had been vaccinated for SARS).

d. (b)(6), (b)(7)c is not performing in the capacity of a Subject Matter Expert or Senior Enlisted Advisor. (b)(6), (b)(7)c has many personal matters (i.e., pending divorce, retirement) going on in her life and it is hindering her ability to lead effectively.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

ENCLOSURE 

1.

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c 3451 USMC

(b)(6), (b)(7)c

a. (b)(6), (b)(7)c stated that he had not witnessed any PAC violations within the comptroller section.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated he had not witnessed any of the abovementioned violations.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (4)

PRIVACY ACT STATEMENT

Grade and Name:

(b)(6), (b)(7)c

Unit:

WFR COMPTROLLER / DIVISION

E-mail and Telephone Number:

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (*Violation of UCMJ Article 92 Willful Dereliction of Duty*).

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (*Violation of UCMJ Article 107 False Official Statement*).

I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (*Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding*).

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE (4)



MEMORANDUM FOR THE RECORD

28 May 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c 8040 USMC  
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c '3451 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 28 May 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c non-verbal communications, and demeanor were consistent with truthful behaviors (relaxed demeanor, open and engaged throughout the interview). Maintained positive eye contact throughout the interview and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c is the Force Accounting Chief for MARFORRES (MFR) comptroller office and has been serving in this capacity for one year. Additional duties include section alternate Internal Control Program Coordinator (ICPC) and Treasure for Marine Corps Ball. He is responsible for 16 Marines within the accounting branch of MFR comptroller office.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. "For the most part the command climate is good; the only friction point is the Comptroller Chief Master Gunner Sergeant (b)(6), (b)(7)c "

b. (b)(6), (b)(7)c provided an overview of the comptroller office organizational composition i.e., (Major Subordinate Command (MSC) comptroller layout, Budget Officers, and Platoon Sergeant leaders and roles). He further explained, that although the organization of the accounting branch may seem centrally managed, there are "communication breakdowns that happen routinely and the Comptroller Chief is where that issue occurs."

c. (b)(6), (b)(7)c provided an example scenario involving the rearrangement of cubicle spaces for MSC accounting Marines to facilitate cross training and professional growth. In (b)(6), (b)(7)c opinion, the comptroller chief's failure to communicate the reassignment plan with MSC Budget officers resulted in unnecessary office friction between MSC Budget Officers and the accounting branch leadership.

d. (b)(6), (b)(7)c further stated, "If you are not doing everything as (b)(6), (b)(7)c wants you to do it, then you are cut out of the process." "There are no senior enlisted staff synchronization meetings" and "no formal explanation has been provided outlining administrative control (ADCON) procedures within the office by the Comptroller Chief."

ENCLOSURE (u)

e. He provided further insight regarding other leadership within Comptroller section:

(1) The Comptroller Officer Colonel Belyeu; "He was someone who did not hesitate to let you know how he felt. He did not directly berate anyone who did not deserve it; if someone made a mistake, he would tell you and then would tell you to go fix it." "He never made any despairing comments or cross the line."

(2) He further characterized Colonel Belyeu as a very opinionated individual with his own personal views. He specifically highlighted Colonel Belyeu's extremist training brief (Encl X) which primarily focused on white nationalist ideology and their extremist behavior.

(3) The Deputy Comptroller (b)(6), (b)(7)c "The Deputy is a great human being and an absolute positive light in the comptroller office."

(4) The MSC Budget Officers (b)(6), (b)(7)c and Captain Peterson and (b)(6), (b)(7)c all do an amazing job! They take care of their Marines; they work with them and truly care how these Marines are doing daily.

(5) Other Staff Non Commissioned Officers (b)(6), (b)(7)c and (b)(6), (b)(7)c are good staff NCOs that care about their Marines.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that in his opinion oral bullying has been committed by (b)(6), (b)(7)c on several instances. Specific examples include:

(1) (b)(6), (b)(7)c was witnessed by the Marines within the section berating (b)(6), (b)(7)c for not wanting to sign-up for the Women Infant and Children (WIC) program for his newborn child.

(2) (b)(6), (b)(7)c informed (b)(6), (b)(7)c that she was not going to stop until (b)(6), (b)(7)c is on WIC and that he could tell his wife - "I will be that bitch".

b. (b)(6), (b)(7)c stated in his opinion it appears (b)(6), (b)(7)c has a personal vendetta against (b)(6), (b)(7)c He specifically highlighted the leave and liberty check-in/out incident.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c 3451 USMC

(b)(6), (b)(7)c

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated he had not witnessed any of the abovementioned violations.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure ( )

3.

PRIVACY ACT STATEMENT

Grade and Name: \_\_\_\_\_

(b)(6), (b)(7)c

Unit: MFR Comptroller

E-mail and Telephone Number: \_\_\_\_\_

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE (12)

4.

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty***).

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement***).

\_\_\_\_\_ I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding***).

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 19)

5.



# WHAT IS EXTREMISM?

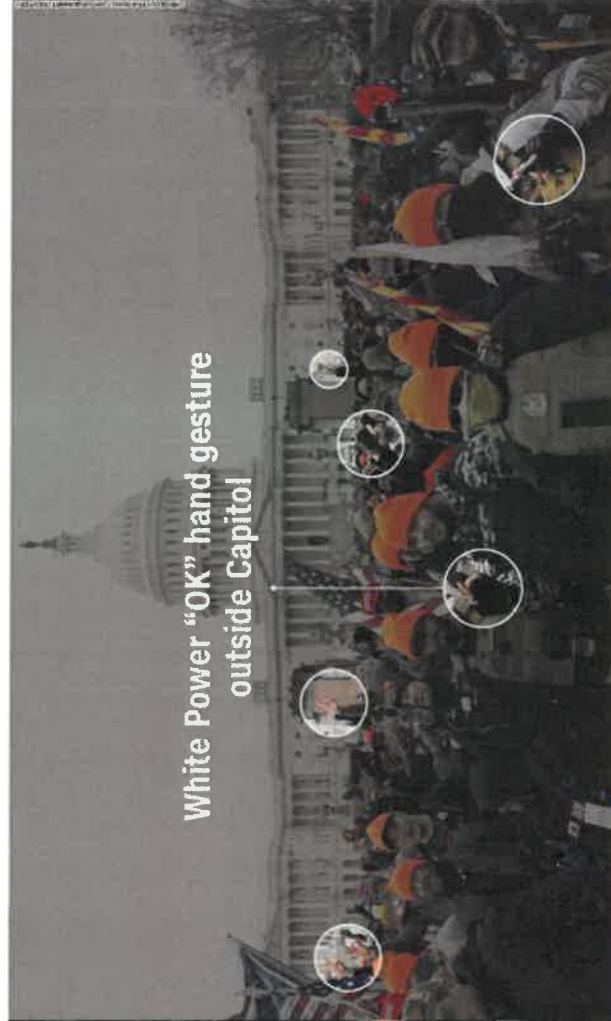
- ADVOCATING BIGOTRY, SUCH AS RACIAL OR RELIGIOUS DISCRIMINATION, SEXISM, XENOPHOBIA
- PROMOTING/RECOMMENDING VIGILANTE VIOLENCE
- ATTACKING THE PRESS, ACADEMIA AND GOVERNMENT



ENCLOSURE



ENCLOSURE



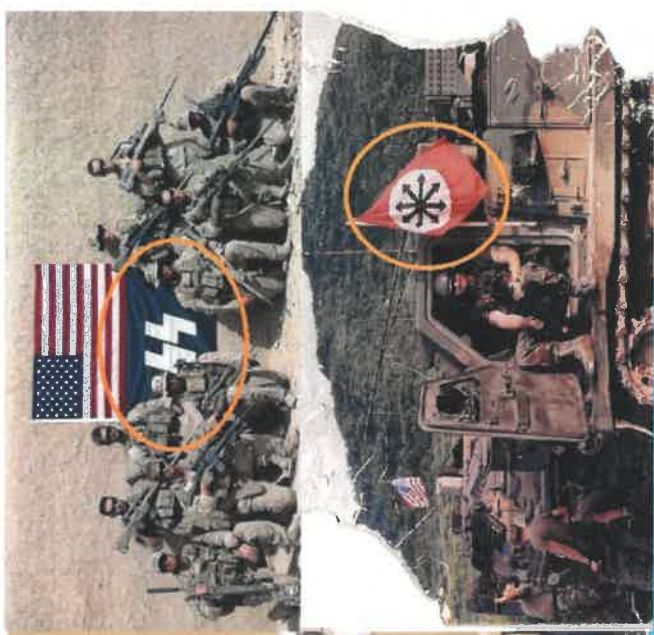
White Power "OK" hand gesture  
outside Capitol

## Environmental Terrorism

- Earth Liberation Front: acts of terrorism, violence or sabotage committed in support of ecological, environmental, or animal rights.
- Common Tactic: Arson, Robbery, Tree Spiking, bombing
- Recent example: Discovery Channel Hostage taking
- More common in developed world.



2/20/2019 USA Today headlines, "Coast Guard officer, self-described white nationalist, planned terror attack to 'kill almost every last person,' feds say"



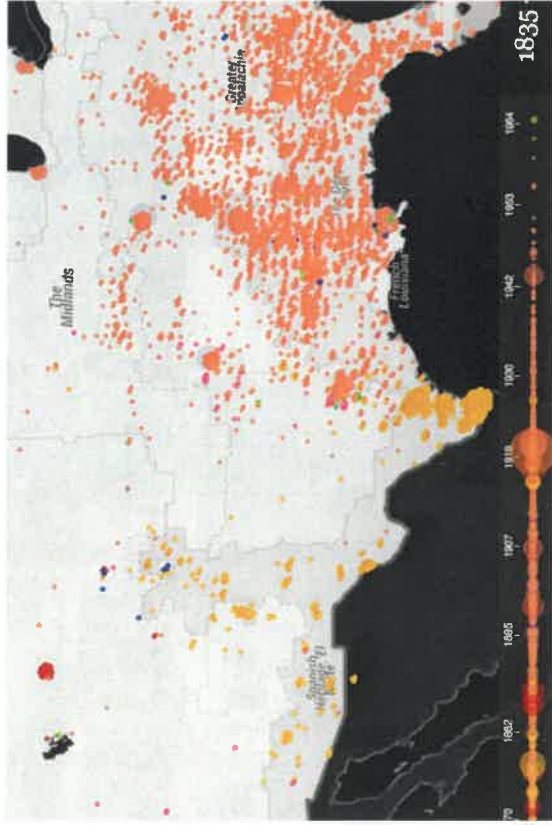


# Why Focus on Right Wing Extremists?

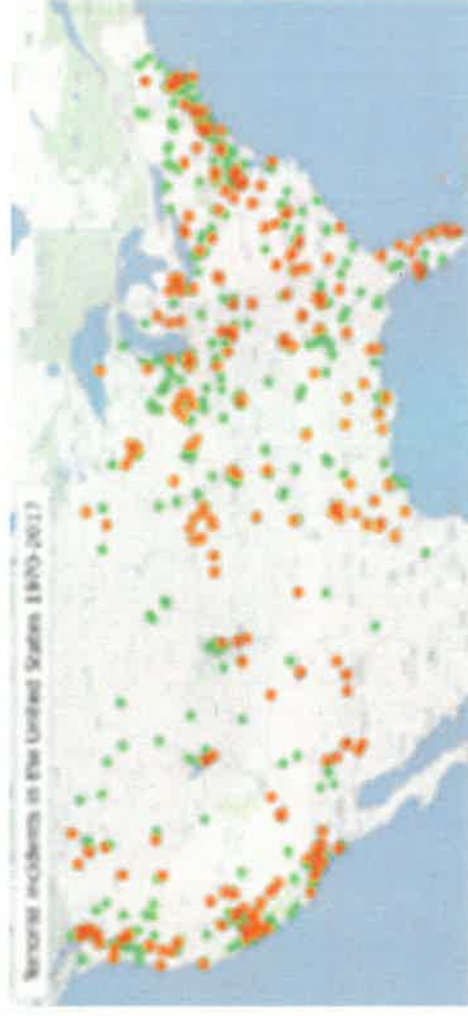
• <https://media.defense.gov/2021/Mar/02/2002592042/-1/-1/0/REPORT-TO-ARMED-SERVICES-COMMITTEES-ON-SCREENING-INDIVIDUALS-WHO-SEEK-TO-ENLIST-IN-THE-ARMED-FORCES.PDF>

- **Greatest internal national threat to the security of the United States (FBI)**
- Since 2001, Right Wing Extremists have been responsible for more deaths in the U.S. than any other extremist group

## Lynchings in America



## Terrorist Incidents in America (1970-2017)



Of the 85 violent extremist (terrorist) incidents, resulting in death, 73% were caused by Right Wing/White Supremacists and 27% by Radical Islamists

# Ideological Extremism attacks since 1970

## Left Wing Extremist Attacks

- March 1, 1971: The radical leftist group [Weather Underground](#), exploded a bomb in the [United States Capitol](#) to protest the U.S. invasion of [Laos](#).
- June 13, 1974: [Weather Underground](#) bombed The 29th floor of the [Gulf Tower](#) in [Pittsburgh](#).
- November 7, 1983: [U.S. Senate bombing](#). The Armed Resistance Unit, a militant leftist group, bombed the [United States Capitol](#) in response to the [U.S. invasion of Grenada](#).
- June 14, 2017: [James T. Hodgkinson](#),<sup>1</sup> opened fire on an [Alexandria, VA](#) baseball field where the Republican congressional team was practicing

## Right Wing Extremist Attacks

- April 19, 1995: [Oklahoma City Federal Bldg bombing](#).
- July 27, 1996: [Centennial Olympic Park bombing](#) to protest abortion
- July 27, 2008: [Knoxville Unitarian Universalist church shooting](#); killer desired to kill [Democrats](#), [liberals](#), African Americans and homosexuals.
- November 1, 2013: 2013 [Los Angeles International Airport shooting](#); believed he was a "patriot" upset at former Homeland Security Secretary [Janet Napolitano](#), and that he wanted to kill "TSA and pigs".<sup>1</sup>
- June 8, 2014: 2014 [Las Vegas shootings](#): A [Gadsden flag](#), [swastika](#) and a note promising "revolution", was placed on the deceased officers bodies.
- October 22 – November 1, 2018: [October 2018 United States mail bombing attempts](#): At least twelve confirmed packages containing pipe bombs were mailed within the U.S. Postal Service system to several prominent critics of U.S. President Donald Trump, including various Democratic Party politicians
- January 6, 2021: 2021 [Insurrection at the United States Capitol](#): Immediately following the "[March to Save America](#)" rally organized by 45th President [Donald J. Trump](#).

## White Supremacists Attacks

- 1988: [Frazier Glenn Miller Jr.](#), a Vietnam War veteran and the founder of the [Carolina Knights of the Ku Klux Klan/White Patriot Party](#) attempted to assassinate [Morris Dees](#) founder of the [Southern Poverty Law Center](#). He testified against 14 White Supremacists as part of a plea bargain deal.<sup>1350</sup>
- January 17, 2011: 2011 [Spokane bombing attempt](#); Kevin William Harpham attempted to bomb a [Martin Luther King Day](#) parade
- August 5, 2012: [Wisconsin Sikh temple shooting](#): Wade Michael Page (a member of white supremacist and neo-Nazi organizations, the [Hammerskins](#), killed six people at a Sikh temple.
- April 13, 2014: [Overland Park Jewish Community Center shooting](#); [Klansman](#) and [Neo-Nazi](#) [Frazier Glenn Miller](#) killed three people at Jewish community centers in Overland Park, Kansas.
- June 17, 2015: [Charleston church shooting](#); [Dylann Roof](#) carried out a mass shooting at Emanuel African Methodist Episcopal Church
- March 20, 2017: [Stabbing of Timothy Caughman](#); James Harris Jackson, a [veteran](#), traveled to [New York City](#), with the intention of killing black men there
- August 12, 2017: 2017 [Charlottesville attack & murder](#); James Alex Fields of the neo-Nazi group [Vanguard America](#), drove into a crowd of marchers on the street, who witnesses say were counter-protesting the "[Unite the Right](#)" rally
- August 3, 2019: 2019 [El Paso shooting](#); Patrick Crusius committed a violent domestic terrorist attack/mass shooting targeting [Latinos](#) at a [Walmart](#) store in [El Paso, Texas](#), killing 23 people and injuring 25 others

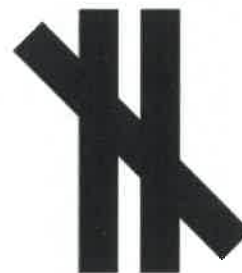
ENCLOSURE



(13) Black 11th's active participants at the Malheur Wildlife Refuge Occupation



(14) Flagged community associated with ME and SC



(UNFOC) Below are some visual indicators of these potential extremist and disaffected individuals: though some or parts of these symbols are representative of patriotic and American revolutionary themes; they are often associated with extremism:



(15) 11th's symbol, representing with military members present at the Malheur Wildlife Refuge Occupation



(16) Oathkeeper Militia symbol, commonly associated with extremists



(17) Gadsden flag, commonly displayed by sovereign citizens extremists



(18) 11th's badge being displayed via social media, honoring Fineman





MEMORANDUM FOR THE RECORD

8 Jun 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c 8040 USMC  
To: Files

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c '3451 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 8 Jun 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5108) with (b)(6), (b)(7)c non-verbal communication and demeanor were consistent with trustful behaviors (calm and engaged throughout the interview). Maintained positive eye contact throughout and answered all questions clearly and in a timely manner.

3. (b)(6), (b)(7)c is the assistant budget officer for 4<sup>th</sup> Force Headquarters Group (FHG) and has been serving in this capacity for two years and is responsible for three Marines within the section.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. He characterized the command climate as "not that great". Specifically, the Non-Commissioned Officers (NCOs) would rather not come into the office than deal with (b)(6), (b)(7)c

b. (b)(6), (b)(7)c leadership approach consist of treating Marines within the section as her children - she refers to the Marines as "we are her children." The Staff-NCOs and NCOs of the comptroller section do not share that view.

c. The relationship between (b)(6), (b)(7)c has been contentious for an extended period (over a year) and it appears personal. (b)(6), (b)(7)c has been unprofessional on various occasions by discussing personal matters regarding (b)(6), (b)(7)c in an open office forum (i.e., Staff-NCO/NCO meetings and huddles).

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c stated that he has not witnessed any PAC violations within the comptroller section. However, in his opinion, (b)(6), (b)(7)c interactions with (b)(6), (b)(7)c and past interactions with (b)(6), (b)(7)c (PCS'd during Dec 2020) could be construed as harassment.

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

ENCLOSURE 20

1.



SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c /3451 USMC

(b)(6), (b)(7)c

a. (b)(6), (b)(7)c stated that he had not witnessed any of the above-mentioned violations within the comptroller section. However, he provided a separate statement describing a conversation between himself and (b)(6), (b)(7)c (b)(6), (b)(7)c Where he believed (b)(6), (b)(7)c had communicated a threat or was abusing her authority (reference enclosure 21 of command investigation results, written statement of (b)(6), (b)(7)c .

b. A legal review was conducted of (b)(6), (b)(7)c statement by the SJA staff and it was concluded the occurrence was unsubstantiated.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (20)

PRIVACY ACT STATEMENT

Grade and Name: (b)(6), (b)(7)c

Unit: MFR / FH6

E-mail and Telephone Number: (b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE (b)

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

☐ I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

☐ I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

☐ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty***).

☐ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement***).

☐ I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding***).

☐ I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

Statement by (b)(6), (b)(7)c

In September 2020 (b)(6), (b)(7)c brought me into her office to talk. She asked if I remember the night when I had to go pick up (b)(6), (b)(7)c I said "yes" and she said that she needs me to write a statement in regards to what happened that night about him drinking and losing his keys, the cops being called and him possibly being arrested. I asked her if there was an investigation involved and she said that there wasn't one at this point but it could be. (b)(6), (b)(7)c then tells me that Col Belyeu is writing up a Meritorious Service Medal for (b)(6), (b)(7)c and she felt that he shouldn't based on what happened that night, as an example. She said that she brought it up to the Col in her objection to the award and he asked why the Chief Warrant Officer didn't tell him. I told her that I didn't want to get involved. She told me that I was already involved since I picked him up. She then tells me that (b)(6), (b)(7)c can't help me. She asked rhetorically if I was trying to get a civilian job here. She said that she has the ear of the hiring board and asks "how is it going to look when the board finds out your character is not above board?" I sat in disbelief for a moment. (b)(6), (b)(7)c continued to convince me that he is not on my side by bring up the time (b)(6), (b)(7)c told Capt. Vieira that I was running late that morning. She says that I should do the right thing and write the statement.

The second and last time she talked to me about writing the statement was sometime in October. It was more of the same as the first encounter. She asked if I thought about it and I said yes, I do not want to get involved. I said that I don't know first-hand what happened that night, all I knew for sure was I received a call to come pick him up from his house because he locked himself out or lost his keys. She says again that she has the ear of the hiring board. I stood silently in the doorway for a few moments and told her that I do not want to get involved and left.

(b)(6), (b)(7)c

ENCLOSURE (21)

1.

MEMORANDUM FOR THE RECORD

8 Jun 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

SUBJ: INVESTIGATING OFFICER SUMMARY OF GROUP INTERVIEW OF NON COMMISSIONED OFFICERS (NCO) WITHIN THE COMPTROLLER OFFICE MARINE FORCES RESERVE

1. Interview supporting documents:

- (a) Privacy Act Statements
- (b) Pre-Action Investigation Information and Acknowledgement Forms

2. On 8 Jun 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 2E5127) with the following NCOs:

(b)(6), (b)(7)c

3. The following NCOs were not present (i.e., Appointments, and Leave) during the group interview:

(b)(6), (b)(7)c

4. When questioned about the command climate within the MFR comptroller office the NCOs provided the following comments:

a. Overall the group agreed that the comptroller office is not toxic. However, (b)(6), (b)(7)c at times (mood dependent) displays blunt and abrasive behavior in an open forum towards other Staff Non Commissioned Officers and officers when correcting minor discrepancies.

b. The NCOs have witnessed public berating (criticizing) of SNCOs (b)(6), (b)(7)c, and confrontation with an officer in an open office forum. The NCOs expressed these types of issues would have been more appropriate in an office close-door setting. They view (b)(6), (b)(7)c conduct and overall performance as unprofessional.

c. The NCOs further expressed that (b)(6), (b)(7)c exhibits condescending and patronizing behavior towards certain individuals (e.g., (b)(6), (b)(7)c

d. Implementation of internal administrative procedures (e.g., uploading itinerary with leave request) are instituted haphazardly and randomly as (b)(6), (b)(7)c dictates.

5. When questioned if they had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. The group stated they had not witnessed any PAC violations within the comptroller section.

6. When questioned if they had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

ENCLOSURE 00

1.

SUBJ: INVESTIGATING OFFICER SUMMARY OF GROUP INTERVIEW OF NON COMMISSIONED OFFICERS WITHIN THE COMPTROLLER OFFICE MARINE FORCES RESERVE

a. The group stated they had not witnessed any of the aforementioned violations within the comptroller section.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure 24



PRIVACY ACT STATEMENT

Grade and Name: \_\_\_\_\_ (b)(6), (b)(7)c

Unit: MARFORRES

E-mail and Telephone Number: \_\_\_\_\_ (b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE 

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

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I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (*Violation of UCMJ Article 92 Willful Dereliction of Duty*).

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (*Violation of UCMJ Article 107 False Official Statement*).

I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (*Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding*).

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

PRIVACY ACT STATEMENT

Grade and Name: \_\_\_\_\_

(b)(6), (b)(7)c

Unit: MFR

E-mail and Telephone Number: \_\_\_\_\_

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

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4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE 

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty***).

I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement***).

       I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding***).

       I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

6.

PRIVACY ACT STATEMENT

Grade and Name:

(b)(6), (b)(7)c

Unit:

MARFORRES COMPTROLLERS

E-mail and Telephone Number:

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE 20

7.



**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

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I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (*Violation of UCMJ Article 107 False Official Statement*).

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(b)(6), (b)(7)c

ENCLOSURE 

8.



Grade and Name:

(b)(6), (b)(7)c

Unit: MARINE FORCES RESERVE

E-mail and Telephone Number:

(b)(6), (b)(7)c

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

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(b)(6), (b)(7)c

ENCLOSURE 

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

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(b)(6), (b)(7)c        I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

MEMORANDUM FOR THE RECORD

9 Jun 21

From: Colonel Leonel O. Brito (b)(6), (b)(7)c /8040 USMC  
To: Files

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c  
(b)(6), (b)(7)c /3451 USMC

1. Interview supporting documents:

- (a) Privacy Act Statement
- (b) Pre-Action Investigation Information and Acknowledgement Form

2. On 9 Jun 2021, I conducted an in-person interview aboard Marine Corps Support Facility MARFORRES (Room 4C1115) with (b)(6), (b)(7)c

(b)(6), (b)(7)c voice tone was normal; however, the timing of his voice was delayed at times during portions of the interview. The subject's, non-verbal demeanor were consistent with individuals expressing high-levels of anxiety and stress. Specifically, eyes exhibited rapid side-to-side eye movement during the interview. The subjects' neck veins were at times slightly pulsing when (b)(6), (b)(7)c name was mentioned. The aforementioned comments are not an indictment on (b)(6), (b)(7)c integrity or attempts to deceive, but rather notable observations of the subject during the interview.

3. (b)(6), (b)(7)c is the 4<sup>th</sup> Marine Aircraft Wing (MAW) Accounting Chief and has been serving in this capacity for two years and is responsible for one Marine within the section.

4. When questioned about the command climate within the MFR comptroller office the subject provided the following comments:

a. (b)(6), (b)(7)c stated the section's command climate is "good" at the Staff Sergeant level and below, and has a good working relationship with the Officers-in-Charge. However, (b)(6), (b)(7)c at times causes unnecessary friction for him and others in the office. He further stated that he understands work related friction is required and even acceptable. What is not acceptable is personal humiliating comments (non-work related) in an open forum (open office spaces, parade field) in the presence of other Marines (seniors, peers and junior enlisted alike).

b. (b)(6), (b)(7)c describes (b)(6), (b)(7)c as very emotional and her communication with SNCOs and NCOs is not affective.

c. (b)(6), (b)(7)c stated he filed a Prohibited Activities and Conduct (PAC) complaint against (b)(6), (b)(7)c. An informal resolution was completed, however he stated the PAC complaint remains unresolved.

5. When questioned if he had witnessed any Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination) within the comptroller section.

a. (b)(6), (b)(7)c believes (b)(6), (b)(7)c is bullying and/or harassing him. Additionally, (b)(6), (b)(7)c shows favoritism towards Hispanics (Mexican natives or Spanish speaking Marines) within the section.

1.  
ENCLOSURE 2

SUBJ: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH  
(b)(6), (b)(7)c /3451 USMC

(b)(6), (b)(7)c

6. When questioned if he had witnessed any abuse of authority, fraternization, cruelty, and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conduct unbecoming an officer and /or conduct prejudice to good order and discipline within the comptroller section.

a. (b)(6), (b)(7)c stated (hearsay) (b)(6), (b)(7)c is fraternizing with Hispanic Marines within the section. Specifically, inviting them to her home for meals.

7. This summary of interview is true and accurate to the best of my knowledge.

//L. O. BRITO//

Enclosure (83)

PRIVACY ACT STATEMENT

Grade and Name: (b)(6), (b)(7)c

Unit: Headquarters Battalion, Marine Forces Reserve

E-mail and Telephone Number: (b)(6), (b)(7)c

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(b)(6), (b)(7)c

ENCLOSURE 93

**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

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(b)(6), (b)(7)c

ENCLOSURE 



## Brito Col Leonel O JR

---

**From:** (b)(6), (b)(7)c  
**Sent:** Thursday, June 17, 2021 4:41 PM  
**To:** Brito Col Leonel O JR  
**Subject:** RE: Statement regarding the Command Climate of the MFR Comptroller Office  
**Attachments:** MGYSGT STATEMENT.docx  
**Signed By:** (b)(6), (b)(7)c

Good afternoon Sir,

I am sorry for the delay. Please find attached.

V/R  
MGuns

**From:** Brito Col Leonel O JR <leonel.brito@usmc.mil>  
**Sent:** Tuesday, June 15, 2021 6:40 PM  
**To:** (b)(6), (b)(7)c  
**Subject:** Statement regarding the Command Climate of the MFR Comptroller Office

(b)(6), (b)(7)c per our earlier discussion please provide a typed statement (in your opinion) regarding the Command Climate of the MFR Comptroller Office.

For opening remarks request the following information:

Rank, full name, billet, how long you've worked in the office and in what capacity and how many Marines and Civilians you supervise.

Suggested opening statement: (The opening remarks should provide the reader with the necessary background context to understand your position on the matter).

My name is (b)(6), (b)(7)c and I am the Comptroller Chief for the MFR Comptroller Office. I have served in this capacity since August 2019 and I am responsible for (list general duties) I am the Senior Enlisted advisor for the AC/S Comptroller, ensure.

I am directly responsible for the supervision and wellbeing of (number of Marines) and (number of Civilians).

Please feel free to add any additional comment as required – (B/L help the reader understand all of the circumstances surrounding the issues).

When providing positive observations or command climate issues (if any)

- Ensure each item is listed separately and please be as specific as possible (dates, rank names, leadership engagement at any level, and if known the outcomes etc..)

Example:

Item 1:

Item 2:

Etc..

**Please ensure to note if you have observed any of the below mentioned items:**

**Prohibited Activities and Conduct (PAC) violations in accordance with MCO 5354.1F (Hazing, Bullying, Ostracism, Harassment, or Prohibited Discrimination).**

**Abuse of authority, fraternization, cruelty and maltreatment, communicating threats, provoking speeches or gestures, retaliation, conducting unbecoming an officer and/or conduct prejudice to good order and discipline.**

**As stated before the final report is due NLT 18 June 2021. (However, a draft report is due by 17 June for SJA review and endorsement purposes)..**

R/S

Colonel L. Brito USMC  
AC/S G4 MARFORRES  
2000 Opelousas Ave  
New Orleans, LA 70114  
Office: 504-697-7400  
BB: 817 975-6043  
Pers: 619 346-5203

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My name is (b)(6), (b)(7)c and I am the Comptroller Chief for the MFR Comptroller Office. I have served in this capacity since August 2019 and I am responsible for personnel matters, training, personal and professional development of enlisted Marines. Coordinate for AR and Drilling reserves training as well. Senior Enlisted advisor for the AC/S Comptroller. Ensuring the good order and discipline, and keeping my boss out of jail by ensuring the mission is accomplished while looking out for the Marines and civilians welfare.

I am directly responsible for the supervision and wellbeing on average of 35 Marines and 25 Civilians on average.

When I told people I was coming to MARFORRES and they knew Colonel Belyeu was going to be my Comptroller they told me he was a tough boss to work for. I do believe he can come across rough at times because he would tell you like it is and a lot of people don't appreciate the upfront attitude. I believe he strive to be fair when leading Marines he had heart on the right place for the most time, but his personality is a very strong one. However, I much rather know where I stand with my boss than him/her not have the courage to address any issues and him/her lose faith and confidence on my abilities. Or be a surprise at the time of evaluations. It has happened to me before. I knew coming to MARFORRES I was going to be ok as long as I did my job. The MARFORRES Comptroller shop has not have the best of the reputation because of a lot of the civilians before I got here. I had a good attitude and I tried not to allow any of the stuff I heard to define the way I mentored trained and developed the Marines at MARFORRES. I personally never had an issue with Colonel Belyeu. He allowed me to provide him with recommendations and I felt that he valued my input. He at times I felt like I gave him too much information but that is just my style I try to keep my boss abreast so there were no surprises.

The observation I made as I arrived here and I tried to change that culture was civilians vs Marines. In one occasion I was advised by one of the staff members to be mindful of who I trusted and to not trust the civilians. I also observed that some staff members will sit closed doors and ridicule Colonel Belyeu's ways or sayings during his staff meetings. They would do it amongst themselves and laugh and joke about it and thought that was funny. I found that inappropriate. Often Colonel Belyeu's gave tasks and his staff will just ignore those tasks or deadlines.

ENCLOSURE 

Comptroller attempted to close the gap by breaking bread within our shop once a quarter and also we had monthly birthday celebrations. We would bring cake and celebrate Marines and Civilians birthdays.

A member in our staff would excessively utilize profanity and condescending tone and I asked him in front of his RS if that was the way he spoke to the Marines? He said yes. The RS left. I asked him if he would like for people to talk to him like that he did not have an answer. The RS often left the room when I would correct that staff member as he did not want to be involved. There were multiple times I call out a certain section on falling short on their duties of oversight the subordinate units and properly utilization of MFS to supervise and follow up. Once again in front of the Reporting Senior and he would just leave. I later find out that they were drinking buddies. There were two three staff members within that section of the Comptroller Department that had their "click going on" it often appeared also as they would only invest on certain Marines and protect them and just leave the other ones just kind of wonder around and if they would make a mistake they would hold that against them. The culture in the Comptroller Department with certain individuals it was like the Active Reserve Marines weren't good enough. Of course a lot of these behaviors the Comptroller was not aware of it he trusted his stuff, and often they would feed him whatever he wanted to hear.

When I got here there was a female Marine being administratively separated for going unauthorized absence she was kicked out from MSG duty and we had a Marine Sergeant who was a SSgt but received a court Martial from Bahrain and got reduced in rank to Sergeant (this Marine has always received special treatment). There was a Marine with alcohol issues, there were 3 Sergeants that were roommates and they all were supposed to go to a class but instead they all decided to stay home and one of them showed up to work and the cat came out of the back they all three received a NPLOC. Also there was a Marine who used to work as a bouncer at a club and got into a fight breaking his hand and caused him to get surgery and go on convalescent leave. When I heard about that I asked the staff member why he was working as a bouncer since that is a very high risk job. Although I was not against for Marines having a second job but the moment that second job interferes with their regular Marine Corps duties that job needs to go. The staff looked at me straight in the eye and told me I didn't have the right to tell

people where they can or can't work. Later on I find out there is actually a MARFORRES letter where it prohibits Marines from being bouncers. Hello this is New Orleans we try to safe guard our must precious asset our Marines. Who on the right mind would think that was an appropriate second job for the Marine to have.

Something else that shows lack or regards for Comptroller's request. There were plenty of smokeless tobacco (dippers) in our office. Our Comptroller had mentioned at least three times that was not appropriate in the office environment and it had to cease. Well the dipping continued. This was prior to me checking in to the unit. I was amazed to hear the people speaking about how a full bird Colonel had said no dipping and they still had a dip on their mouth as they are telling the story. Well once we were all coming back from COVID Colonel reminded us as we were coming back to our office that we should not be dipping because of the health concerns with COVID and spreading the virus. Then I made a specific staff member aware of Colonel's intentions he stated "I hope one of them bitches come at me sideways" I told him Col asks Col gets. I informed the Colonel of that behavior and the he requested the RS (drinking buddy of the staff member) to immediately counsel him on his attitude because that was not appropriate. Which caused some friction in the office.

I can't exactly remember the timeframe of when a Civilian issue arouse. There were a group of people discussing the issue of how she was going "crazy" because of her behavior towards our boss then Staff member who was the acting made a hostile comment along the lines that "he would grab her by the hair and beat her up" in front of a more senior individual and he was not corrected. Which in my head I thought well that is not going to happen because obviously we can't do that in the Marine Corps because one is not appropriate and second you could get in a lot of trouble. (This staff member often communicated threats I got plenty of examples)

A member in our staff had access to that Civilian's FB timeline and he send some screenshots (where she was communicating a threat) where she was blasting our Comptroller once again I am new to the section and I am trying to keep the peace, I reach out to the Civilian and I asked her if we could resolve the issue informally, that her face book time line was not the best way to address the issue and that I could help her out. I attempted to deescalate the situation. She sounded very

upset and like she had been drinking. I went ahead and left it alone, then she thought that I was sent by my Comptroller. At that point I realized there was a lot more going on they both had history and that I was not going to be able help that situation.

The night of the Marine Corps Ball on 2019 they all changed over and continued the drinking and partying to the point that one of the staff members was so intoxicated he lost his ID card phone and was locked out of his residence (who he was roommates with one of our contractor, during that time he was out of town) the story tells that the neighbor called the police on him and a Civilian received a call to go grab that staff member. That Civilian had to go pick him up from the sidewalk where he was passed out then at that time he was not going to bring that staff member to his home. Then he called a junior Marine to that staff member (who was an AR and prior to that incident the intoxicated staff member used to be on his case for every little thing he would belittle him) the junior Marine picked him up to took him to a place to get him sobered up. From that day on the intoxicated staff member never got on that junior Marines case. All this third party information from the civilian that had to go pick up that staff member. I did not hear about this from any of the enlisted Marines I was only tracking the staff member had to go get his ID card because he had lost it the night before. When I heard about it few weeks had passed and I tried to get the junior Marine to write a statement and he refused to do so "he stated he did not want to get involved" once again everyone trying to take care of everyone. This behavior detracts from the good order and discipline since the staff member pretty much show his behind in front of the Junior Marine then he felt he owed that Junior Marine and that is how he earned his loyalty. This is obviously not good for the rest of the section because they observed how certain people were the favorites. Nothing came out of this I did not let my boss know about that because I didn't know all the details and it was after the fact. However the RS knew he lost his ID card because he was so intoxicated. There was no counseling how could they be if they were drinking the night before. A prime example of fraternization.

Looking back I feel like I should have let the Comptroller know even though it was after the fact. I did eventually let the Comptroller know when it was time for the staff member to PCS and he was being written up for a Meritorious Service Medal and the summary action spoke about his outstanding leadership. The summary of



action was written up by the RS which I think it speaks volumes about the individual when in IAPS you have to kind of testify that that is something that is a matter of fact. I had to respectfully communicate to the Comptroller I did not agree with the summary of action and recommendation. I recommended a downgrade to NAVYCOM.

When it came time for PCSing the Staff member would tell the Marines to write their own award and the Marines would do it but it would never be forward. After the Marine PCSd then they would call back and ask the status of their award because they were expecting it. I got word of it and notified the Comptroller and he told his staff that is not the way we do business however that continued to happen. When it comes to awards once again people want to take care of their "boys" about two months ago before the Comptroller retired the Deputy told the Comptroller during our staff meeting that one of the Budget Officers had volunteered to write the end of tour award for the FMRO the Comptroller said no because he did not work for him and that he would provide a letter of continuity for the incoming Comptroller and it would be up to her discretion since the FMRO is not departing until September this year. Also just to show how people go out of their way to take care of their own. The mentioned Budget Officer above just departed and he was trying to volunteer to write an award to make sure the FMRO his friend was taken care of.

COVID happened and we were teleworking during teleworking I will routinely check on the Marines at the barracks to ensure they wellbeing. Never had an issue with the Marines at the barracks. However, our Marine that managed to get highlighted I recommended to his RS to give this Marine a NPLOC because he had requested to be taken off the duty roster because his girlfriend came from out of town remind you this is when COVID was on the rise and we were teleworking so we were limiting our exposure to others. Meanwhile he flies his girlfriend from a couple states over and it is not the same person listed on his BIR as his spouse. So I advise for him to be counsel because that was not very good judgement being exercised. I never heard anything from the RS. Instead I was told by another officer that he said "I did not like the Marine". Few weeks went by then the actual HQBN was contacted by a civilian neighbors with mentioned Marine above. He was throwing parties as the whole state should be social distancing and was disturbing the peace. I feel that if the Marine was counseled the first time we could have avoided the second and the rest of the other instances the Marine

kept on bringing the spot light to himself but once again he is being protected by his leadership. I personally in front of the RS told the Marine he had a faulty judgement. He had once moved out of that apartment and few months later he moved right back to it with the same neighbor then we got a second call. Once again it is always someone else's fault.

The latest incident involved the Marine mentioned above. Who is always pushing the limits with violating the leave rules and regulations. At first I attempted to bring it up to his RO Capt Peterson he pretty much told me to go away and he did not care how the Marine got to his destination. So I informed the RO Capt Peterson in the presence of the RS of the Marine that I was going to launch a PI and I proceeded to go to HQBN adjutant's office. When I spoke to the Investigating Officer I provided as witnesses of the wrong doing: (b)(6), (b)(7)c (who stated Marine could not do the extremist training on Sunday because he was going to be on a plane to Orlando (b)(6), (b)(7)c (who told me that he drove his roommate (b)(6), (b)(7)c to the airport) and (b)(6), (b)(7)c who failed to include his itinerary on the leave request and only provided a return leg that had him in NC 12 hours after he was supposed to be in New Orleans. (b)(6), (b)(7)c stated to me via text that his leave request should have read Sunday 0800 instead of Saturday he was changing his plane ticket to return on Saturday because his leave extension was not granted.

However, at no point I provided Capt Peterson as a witness but he volunteered to provide an official written statement stating he approved a leave extension (Conduct unbecoming an officer) Capt Peterson has been hostile towards me (I once communicated to him of his hostile mannerism when he stood up abruptly and was towering over me) and have exhibited provoking gestures (an example was walking by me with very exaggerated arm swing motion and saying good morning with a very sarcastic voice like he was having the best day ever because he is getting away with falsifying a statement) I believe he held a grudge towards me when he attempted to not allow a Marine to attend school because the Marine was pending Administrative action (because Capt Peterson wanted to NJP that Marine for doing the same thing I was letting know that (b)(6), (b)(7)c did) but once HQBN had given me the thumbs up for the Marine to attend the school he told another officer the Marine was not going because of the action he was pending (he lied to that Maj because the day before I had just informed him HQBN was good with the action being held until Marine came back). I let the two

officers know they could not withheld training as a punishment and that the Marine needed to attend the training then Capt Peterson stated "I am the OIC I can do whatever" (attempting to abuse his authority) I advised them both if we could not agree I was walking into the Comptroller's office to let him know of the situation. We did not agree and I proceeded as I stated. Then Colonel Belyeu pretty much told the explain the two officers that we could not use training as a punishment and that the Marine was going to attend the course at that moment Capt Peterson straight up rolled his eyes at Colonel Belyeu.

I find it really hard to believe how a Commissioned Officer will put his career on the line and write a false statement. His attitude towards me became worst once our Comptroller retired. Just to elaborate the statement of him granting that extension is not correct; One I have the text from the Marine himself stating his extension was not granted. Second the Marine did a last minute change on his ticket to fly here on Saturday April 3, and lastly there was no action taken on MOL the Marine did not get charge an extra day of leave. On the contrary the Marine was erroneously checked in on MOL on April 3 at 0800 which it is not an accurate time since the Marine landed on MSY at 0930 on April 3 and his leave had expired at 0800. There are other Marines held accountable for the same action within the Battalion. Apparently there were plenty of breaks in the chain of command and it should not be the MGuns trying to track Marines itineraries and trying to get accountability when there are plenty layers between that Marine and I.

So the PI got thrown out which really concerns me that I had two SNCOs and a Cpl that had important facts that should demonstrated the Marine was lying about his mode of transportation and his whereabouts during his leave along with a commissioned statement indicating he authorized an extension that never happened. Although a lot of the individuals in this section that were mentioned on the above paragraphs are gone. I am truly concerned with what is left in the office where Marines don't have a sense of integrity and accountability and when you attempt to hold them accountable one is accused of bullying them. I feel the PAC complain that was placed on me was a retaliation of the PI I launched on !

(b)(6), (b)(7)c I feel like certain click in this office weaponized (b)(6), (b)(7)c against me. stated that he was doing a sanity check with the members in the office and he was advised by them to go ahead and proceed with the complaint. I personally think any leader that is approach with a complain of such nature should attempt to take care of the matter in house rather than take their

dirty laundry to HQBN. Since then I have abided by only addressing the PltSgt when it comes to dealing with the Marines and any concerns I have I address them directly with their OICs.

I have tried to remind my SNCOs about the leave and liberty procedures and how they need to talk to their Marines about their leave plan. I try to remind Marines the importance of accountability. This was brought up to the acting Comptroller and we are creating/updating staff regulations so everyone understands what their role in this section is. I as the Senior enlisted in this office should not be making the corrections such as Marines are popping out of their uniform, Marines not completing their PME. The different layers of leadership are failing to correct those deficiencies. I also identify one of your newest Marine he was looking kind of fluffy I asked for the Marine to be weighted he was overweight about 20 lbs. once again things that should be identify at the NCO/PltSgt level. I recognize that there are multiple failures at all levels and when I recommended for the acting Comptroller to assist me to outline roles and responsibilities so we could fix ourselves before our new Comptroller checks in. I am close to retirement but I believe on continuing to do my job as a Marine. and one thing I keep on we are Marines first with a financial management job we aren't financial managements just wearing a uniform we must continue to uphold the standard and the Marines job is to sustain that transformation. There are certain things I require from our Marines in the Comptroller Department one of them is to attend the all hands Force Fitness events I want our Marines to go out there and cross pollinate with the rest of the Battalion.

Ever since the Comptroller left I have felt Ostracized by Capt Peterson after we went over and over the leave and liberty routing procedures that needs to go thru me so I could forward that to the Commanding Officer. When the Comptroller departed he went ahead and forward (b)(6), (b)(7)c leave straight to the commanding Officer once again he had the convalescent leave expiring on a Friday and the Marine itinerary had him returning on a Sunday I brought up the issue to the XO and the Marine was advised to put in for annual leave for the extra days. It is incredible the lack of attention to detail or just bluntly disregard to rules and regulations. Especially it was less than a month this issue was sky lined with the same Marine.

ENCLOSURE 20

All of this have created a very stressful environment around work. I feel like I am walking on egg shells. In twenty two years of Military service I have never felt his humiliated. I never walked around with a chip on my shoulder and I can't believe I am typing this but honestly it all boils down to my gender because if I was a male Marine people will look at me as a "motivator". But I am a female Marine and I will make corrections because I am not looking the other way if someone is doing something wrong. I have never told a Marine to go jump off a bridge to break a leg, never advised anyone to break a UCMJ regulation or any civilian law. I treat Marines the way I would like to be treated. Understanding that if someone is telling me to fix myself and I don't fix it then I will expect someone to bring me in and talk to me about not fixing the discrepancy.

I have faith, we the new leadership on deck, the new Warrant Officer and certain individuals leaving the Comptroller Department. The climate will definitely turn into a positive one as long as Marines know their roles and act within their capabilities and are hold to a standard and accountable. Like I mentioned (b)(6), (b)(7)c and I started the Staff regulations creation/update in order to eliminate any confusion and minimizing any unnecessary risk. Looking back into the whole thing there was a lot of confusion on who answer to who.

(b)(6), (b)(7)c

9.

ENCLOSURE 



PRIVACY ACT STATEMENT

Grade and Name:

(b)(6), (b)(7)c

Unit:

MARFORRES HQBN CONTROLLER

E-mail and Telephone Number:

I hereby acknowledge that I have received the following advisement under the guidelines of the Privacy Act. This statement is provided in compliance with the provisions of the Privacy Act of 1974 (Public Law 93-579) which requires that Federal agencies must inform individuals who are requested to furnish personal information about themselves as to certain facts regarding the information requested below.

1. **AUTHORITY:** 44 U.S.C. § 3101; 5 U.S.C. § 301; Manual for Courts-Martial; Uniform Code of Military Justice. 10 U.S.C. §§ 815, 832, 869, 873, 935, 936, and 938-940; 10 U.S.C. § 5947.

2. **PRINCIPAL PURPOSE(S):** The information which is solicited is intended principally for the following purpose(s): Command investigation and determinations on potential administrative or disciplinary action.

3. **ROUTINE USES:** In addition to being used within the Departments of the Navy and Defense for the purpose(s) indicated above, records of investigations are routinely furnished, as appropriate, to the Department of Veterans Affairs for use in determinations concerning entitlement to veterans' and survivors' benefits; to Servicemembers' Group Life Insurance administrators for determinations concerning payment of life insurance proceeds; to the U.S. General Accounting Office for purposes of determinations concerning relief of accountable personnel from liability for losses of public funds and related fiscal matters; and to the Department of Justice for use in litigation involving the Government. Additionally, such investigations are sometimes furnished to agencies of the Department of Justice and to State or local law enforcement and court authorities for use in connection with civilian criminal and civil court proceedings. The records of investigations are provided to agents and authorized representatives of persons involved in the incident, for use in legal or administrative matters. The records are provided to contractors for use in connection with settlement, adjudication, or defense of claims by or against the Government, and for use in design and evaluation of products, services, and systems. The records are also furnished to agencies of the Federal, State, or local law enforcement authorities, court authorities, administrative authorities, and regulatory authorities, for use in connection with civilian and military criminal, civil, administrative, and regulatory proceedings and actions.

4. **MANDATORY/VOLUNTARY DISCLOSURE - CONSEQUENCES OF REFUSING TO DISCLOSE:** Disclosure is voluntary, and if you do not provide the requested information, any determinations or evaluations made as a result of the investigation will be made on the basis of the evidence that is contained in the investigative record.

(b)(6), (b)(7)c

ENCLOSURE 20



**PRE-ACTION INVESTIGATION  
INFORMATION AND ACKNOWLEDGMENT FORM**

Please carefully read and initial each section below:

I have been informed and I understand this is an official investigation involving matters relating to **matters of command climate, disparate treatment, and fair and honest administration of performance and conduct within the Marine Forces Reserve (MFR) Comptroller Office.**

I have been informed and I understand, as a Service Member, I am required to cooperate with this investigation and provide truthful answers.

I have been informed and I understand this is not a criminal investigation and neither the information I provided in response to the questions by the investigator or evidence gained by reason of my answers will be used against me in a criminal proceeding **unless I knowingly provide false answers.**

\_\_\_\_\_ I have been informed and I understand that if I refuse to cooperate and answer questions in this investigation, my refusal can be basis for disciplinary action (***Violation of UCMJ Article 92 Willful Dereliction of Duty***).

\_\_\_\_\_ I have been informed and I understand that if I provide information during this official investigation that I know to be false at the time I provide that information, my providing false information can be a basis for disciplinary action. (***Violation of UCMJ Article 107 False Official Statement***).

\_\_\_\_\_ I have been informed and I understand I must not collude or communicate with others about this investigation during the conduct of the investigation. If such collusion or communication occurs, this can be a basis for disciplinary action (***Violation of UCMJ Article 131g Wrongful Interference with an Adverse, Administrative Proceeding***).

I have been informed and I understand that the information I provide will not be confidential and that it may be used as evidence in an administrative proceeding.

(b)(6), (b)(7)c

ENCLOSURE 

